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Proposed programme budget for the biennium 2008-2009*

Part VI
Human rights and humanitarian affairs

Section 23
Human rights

(Programme 19 of the biennial programme plan and priorities for the period 2008-2009)**

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Overview

23.1 The overarching purpose of the United Nations human rights programme is to promote and protect the effective enjoyment by all of all human rights. The 2005 World Summit acknowledged peace and security, development and human rights as interlinked and mutually reinforcing pillars of the United Nations system, providing foundations for collective security and well-being. The United Nations human rights programme has a role in making development equitable, sustainable and responsive to the needs of people and in relation to conflict prevention and resolution. In order to promote and encourage respect for human rights, the programme undertakes to give practical effect to the will and resolve of the world community, as expressed through the United Nations and it shall continue to be guided by the principles of universality, objectivity, impartiality and non-selectivity. Its mandate derives from Articles 1, 13, 55, 56 and 62 of the Charter of the United Nations; the Vienna Declaration and Programme of Action, including its principles and recommendations, adopted by the World Conference on Human Rights and subsequently endorsed by the General Assembly in its resolution 48/121; Assembly resolution 48/141 establishing the United Nations High Commissioner for Human Rights; international human rights instruments adopted by the United Nations; the outcomes of relevant United Nations conferences and summits; and the resolutions and decisions of policymaking bodies, including, in particular, Assembly resolutions 55/2 on the United Nations Millennium Declaration, 57/300 entitled "Strengthening of the United Nations: an agenda for further change" and 60/1 on the 2005 World Summit Outcome.

23.2 The programme falls under the leadership of the High Commissioner for Human Rights, entrusted with the principal responsibility for the human rights activities of the Organization, under the direction and authority of the Secretary-General. The Office of the United Nations High Commissioner for Human Rights (OHCHR) acts as the central supportive structure for the programme. By 2008, the Office will complete, as appropriate, the first phase of its reform in the follow-up to the 2005 World Summit, which took note of the High Commissioner's Plan of Action.

23.3 The programme will work to remove obstacles to the full realization of all human rights and to prevent the continuation of human rights violations, including with relevant parties. Continued engagement of the Office with countries is essential to the realization of the programme in the framework of the enhanced partnerships at the national, regional and international levels. It will draw on the values of the Millennium Declaration and the 2005 World Summit Outcome resolution, which call for the promotion of democracy, the strengthening of the rule of law and respect for all internationally recognized human rights and fundamental freedoms, including the right to development. Priority will continue to be given to emphasizing the importance of human rights on international and national agendas, combating poverty and countering discrimination on all internationally recognized grounds, including race, sex, language or religion, advancing the rights of children and women, raising awareness of human rights at all levels of education, responding to the needs of the vulnerable for protection and addressing situations of international concern, particularly gross and systematic violations of human rights, as identified by the Human Rights Council and other relevant United Nations organs.

23.4 Increased support for human rights implementation will be provided to Member States, at their request, through, inter alia, assistance to national systems of human rights protection, national capacity-building, technical cooperation, human rights education and other activities. All human rights activities will be addressed in an integrated, interrelated and interdependent manner. The programme will continue to take gender issues fully into account in the development and application of norms and procedures so that violations against women and girls are clearly identified and addressed. Substantive and organizational support will be provided to the Human Rights Council, its procedures, other relevant United Nations organs and treaty-monitoring bodies. Particular efforts will be made to strengthen, rationalize and streamline the United Nations

mechanisms in the field of human rights, as requested by the General Assembly in its resolutions 48/141 and 60/1. The programme will strive to meet the essential challenge of ensuring the enjoyment of human rights worldwide, through the dedicated and coordinated efforts of all relevant partners.

23.5 The programme strategy will be guided by the lessons learned from the 2006-2007 biennium, in particular with regard to measurements of achievement that can be implemented realistically by OHCHR.

23.6 In carrying out these responsibilities, OHCHR will give priority to addressing the most pressing human rights problems, both acute and chronic, with particular emphasis on those life-threatening human rights violations; ensure special attention for those who are at risk and vulnerable on multiple fronts; pay equal attention to the realization of civil, cultural, economic, political and social rights, including the right to development; and measure the impact of its work through the benefit that is derived by its intended recipients.

23.7 In paragraph 124 of General Assembly resolution 60/1, Heads of State and Government resolved to strengthen OHCHR, taking note of the High Commissioner's plan of action, to enable it to effectively carry out its mandate to respond to the broad range of human rights challenges facing the international community, particularly in the areas of technical assistance and capacity-building, through the doubling of its regular budget resources over the next five years with a view to progressively setting a balance between regular budget and voluntary contributions to its resources, keeping in mind other priority programmes for developing countries and the recruitment of highly competent staff on a broad geographical basis and with gender balance, under the regular budget, and supported its closer cooperation with all relevant United Nations bodies, including the General Assembly, the Economic and Social Council and the Security Council.

23.8 Accordingly, at its sixtieth session, the General Assembly appropriated for the biennium 2006-2007 the amount of $87,603,300 (net of the resources for Part E, Committee on Missing Persons in Cyprus), for OHCHR, representing a 36.6 per cent increase of $23,464,200 from the comparative revised appropriation of $64,139,100 (net of the resources for Part E, Committee on Missing Persons in Cyprus), for the biennium 2004-2005. Consistent with General Assembly resolution 60/1, the amount of $107,053,800 (net of the resources for Part E, Committee on Missing Persons in Cyprus) is proposed for OHCHR for the biennium 2008-2009, representing an 18.8 per cent increase, or $16,905,600, over the 2006-2007 appropriation, and a 66.9 per cent increase, or $42,914,700, over the 2004-2005 appropriation.

23.9 Responsibility for the implementation of the Convention on the Elimination of All Forms of Discrimination against Women and support for its Committee has been transferred from section 9, Economic and social affairs to section 23, Human rights.

23.10 Programme 19, Human rights, is structured around four subprogrammes, namely: subprogramme 1, Human rights mainstreaming, right to development, research and analysis; subprogramme 2, Supporting human rights bodies and organs; subprogramme 3, Advisory services, technical cooperation and field activities; and subprogramme 4, Support for human rights thematic fact-finding procedures.

23.11 The concerns raised by the Office of Internal Oversight Services in its report "Management review of the Office of the United Nations High Commissioner for Human Rights" (A/57/488) on the organization and structure of the OHCHR were partially addressed in the biennium 2006-2007, including through the creation of two D-2 posts to head two newly established Divisions: the Operations, Programmes and Research Division, and the Human Rights Procedures Division. The proposed programme budget for the biennium 2008-2009 aims at continuing to redress the

weaknesses identified by the Office of Internal Oversight Services in its report (A/57/488), with a view to:

(a) Forming more manageable substantive organizational entities;

(b) Improving internal coordination towards the common goals and vision;

(c) Avoiding fragmentation in many units, which tend to negatively affect reporting lines, accountability, and productivity and coordination;

(d) Reducing the volume of tasks and decisions currently allocated to the High Commissioner and the Deputy High Commissioner and enable the High Commissioner to have more time to lead the political and policy dimensions of the work of the Organization;

(e) Bringing the level of management posts in line with the structure of comparative entities within the United Nations Secretariat.

23.12 To continue the strengthening of the management structure of OHCHR, the organizational structure is revised to consist of four Divisions and eight branches and other organizational units, as reflected in the organization chart (see below). A number of senior management posts are proposed to be established. As this is the second phase towards implementing outstanding recommendations of internal and external reviews, a phased approach is proposed, bearing in mind the experience in recruiting for posts approved in the 2006-2007 biennium, which has taken longer than expected, as the United Nations Office at Geneva, which services the OHCHR recruitment process, has been strained by the extremely heavy volume of recruitment pertaining to OHCHR. A total of 36 new posts are proposed in the biennium 2008-2009 as follows: (a) 2 D-2, 1 D-1, 6 P-4, 3 P-3 and 6 General Service (Other level) from 2008; and (b) 3 D-1, 5 P-5, 5 P-4, 1 P-3, 2 General Service (Principal level) and 2 General Service (Other level) from 2009:

(a) Executive direction and management: the growing complexity, scope and increase in the number of activities, as well as the corresponding expansion of the staffing level proposed for 2008-2009, require a strengthening of the Executive Office. Accordingly, it is proposed to create a D-1 post of Chief of Staff of the Executive Office of the High Commissioner to effectively interact and take relevant decisions on behalf of the High Commissioner to ensure that priority issues are identified and implemented, and ensure an effective and efficient process of information flow and consultation between the High Commissioner, Deputy High Commissioner, and other senior managers;

(b) Programme of work:

(i) It is proposed to upgrade the Research and Right to Development Branch to a Division, headed by the D-2 post of the existing Operations, Programmes and Research Division, and to create 1 new D-1 post to serve as Chief of the new Rule of Law, Equality and Non-discrimination Branch. The other Branch under this Division will be the Development and Economic and Social Issues Branch, to be headed by an existing D-1 post. The proposed structure will contribute to reinforce and render more visible the components of subprogramme 1, Human rights mainstreaming, right to development, research and analysis, by ensuring a sharper focus on analysis and enhanced thematic expertise in key priority areas identified by the legislative mandates under the responsibility of the subprogramme. It derives from decisions of legislative bodies to expand the scope of the subprogramme, which, starting from the biennial programme plan and priorities for the biennium 2006-2007, consists of three main components: human rights mainstreaming, right to development, and research and analysis. The agreed conclusion and recommendation of the Working Group on the Right to Development (E/CN.4/2006/26), endorsed by the Human Rights Council in its

resolution 2006/4, established criteria for assessing global development partnerships from the perspective of the right to development. OHCHR is further strengthening its thematic expertise in this high priority area so as to extend enhanced support to the Working Group and High-Level Task Force on the Right to Development on the application of these criteria. New and expanded legislative mandates in the area of equality and non-discrimination (Human Rights Council resolution 1/5 and decision 3/103), support the High Commissioner's determination to profile and increase the visibility of the struggle against racism, racial discrimination, xenophobia and related intolerance, and her intention to make this a cross-cutting issue in the activities and programmes of OHCHR. General Assembly resolution 60/140 called upon all parts of the United Nations system to continue to play an active role in ensuring the full, effective and accelerated implementation of the Beijing Platform for Action and the outcome of the twenty-third special session. A Women's Human Rights and Gender Unit was established during 2006 and OHCHR is strengthening work in this area so as to further contribute to integrate human rights and their gender dimension into all relevant areas of work of the United Nations system, including through particular emphasis on the human rights of women.

(ii) As a result of the increased scope and complexity of subprogramme 2, Supporting human rights bodies and organs, and consistent with the recommendations of the Office of Internal Oversight Services, it is proposed to create a new Human Rights Council and Treaties Division, headed by an existing D-2, with two branches: the Human Rights Council Branch, headed by a new D-1 post, and the Human Rights Treaties Branch, headed by an existing D-1 post. The establishment of the Human Rights Council has resulted in a significant expansion of activities under subprogramme 2. OHCHR services seven treaty bodies, which form part of the proposals in the 2008-2009 proposed programme budget. OHCHR will also service the mandate (including visits to places of detention) of the Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment. It is also expected that in the biennium 2008-2009, the Convention for the Protection of All Persons from Enforced Disappearance and the Convention on the Rights of Persons with Disabilities will enter into force and will be serviced by OHCHR.

(iii) Resulting from the second phase of OHCHR restructuring, a Field Operations and Technical Cooperation Division is proposed, which will assume some of the activities of the existing Operations, Programmes and Research Division. It is proposed to create 1 new D-2 post for the Director of the Division and 1 new D-1 post as one of the two Deputy Directors. The new D-1 post will cover geographic and thematic areas of Latin America, Caribbean, Europe, North America, Central Asia and national institutions. The second Deputy Director, against the existing D-1 post, will cover Africa, Asia and the Pacific, the Middle East and North Africa.

(iv) The Special Procedures Branch, which formed part of the Human Rights Procedures Division, is proposed to be renamed the Special Procedures Division, headed by a new D-2 post. The Special Procedures Branch, when it was created in 2003, serviced 12 thematic mandates. Currently, subprogramme 4, Support for human rights thematic fact-finding procedures, services 25 thematic mandates, including 3 working groups. The increase in the number of mandates serviced by subprogramme 4, as well as the need to ensure enhanced management, increased professional assistance and greater coordination of their activities, led to the redesign of the structure to provide for a Thematic Procedures Branch, headed by an existing D-1 post, and an Information Coordination and Management Unit.

23.13 The issue of publications as a part of the programme of work has been reviewed in the context of each subprogramme. It is anticipated that non-recurrent publications will be issued as shown in table 23.1 and as set out in the output information for each subprogramme. The reduction in the number of publications is due basically to the need for coherence and clustering of certain reports.

Table 23.1 **Summary of publications**

Publications	*2004-2005 estimate*	*2004-2005 actual*	*2006-2007 estimate*	*2006-2007 actual*	*2008-2009 estimate*
Recurrent	—	—	—	—	—
Non-recurrent	57	34	37	25	34
Total	**57**	**34**	**37**	**25**	**34**

23.14 The resource requirements for the biennium 2008-2009 under this section amount to $107,697,200 before recosting, reflecting an 18.9 per cent net increase of $17,143,200 from the revised appropriation for the biennium 2006-2007 as shown in table 23.3 below. Of that amount, $107,053,800 represents the requirements of OHCHR and $643,400 relates to the requirements of the Committee on Missing Persons in Cyprus. The 58.6 per cent net increase of $237,600 for the Committee is primarily due to increased requirements for the Third Member of the Committee appointed as of 1 November 2005. The 18.8 per cent net increase of $16,905,600 for the Office of the High Commissioner is a result of the second phase of the restructuring of OHCHR, a range of adjustments in the activities and related resources to be carried out by the Office, as summarized below:

(a) A net increase of $826,900 under policymaking organs due to: (a) increases for: the Human Rights Committee ($49,500); the Special Committee to Investigate Israeli Practices ($44,600); the Committee against Torture ($8,300); Meetings of Chairpersons of Human Rights Treaty Bodies ($55,100); and the new provision for the Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment ($925,600); and (b) decreases for: the Committee on Economic, Social and Cultural Rights ($15,100); and the Committee on the Rights of the Child, consisting basically of a 2006-2007 non-recurrent provision ($241,100). The provision of $163,700 made previously for the Commission on Human Rights has been assumed by the Human Rights Council ($163,700);

(b) A net increase of $2,433,400 under executive direction and management is the net result of: (a) an increase of $2,409,400 for posts for: (a) the delayed impact of posts approved in the 2006-2007 biennium, as follows: (i) 1 P-4, 1 P-3 and 1 General Service (Other level) for the Communications Section; (ii) 1 D-1, 1 P-5, and 1 P-4 for the Policy, Planning, Monitoring and Evaluation Section; (iii) 3 P-4, 1 P-3 and 1 General Service (Other level) post for the OHCHR New York Office; (iv) the establishment of 1 new D-1 post for a Chief of Staff as from 1 January 2009 to head the Executive Office of the High Commissioner; (v) the establishment of 1 new P-4 post for a Human Rights Officer as from 1 January 2009 to strengthen the New York Office; (vi) the establishment of 2 new General Service (Principal level) posts as from 1 January 2009 to serve as Personal/Administrative Assistants to the High Commissioner and Deputy High Commissioner; (vii) the inward redeployment of 1 P-5 and 1 P-3 post to carry out legal advice and advocacy functions in the Executive Office of the High Commissioner which were approved in the 2006-2007 biennium under subprogramme 2; (viii) the formalization of an inward redeployment of 1 P-3 post from subprogramme 3 to the OHCHR New York Office; and (b) a net increase of $24,000 for non-post resources

relating to offsetting increases and decreases for: general temporary assistance, consultants and experts, contractual services, travel of staff and operating expenses;

(c) A net overall increase of $12,214,100 for substantive activities to be carried out under the programme of work is summarized below:

(i) Additional requirements of $12,905,700 for posts due to:

a. Increases of $3,511,300 under subprogramme 1 for posts as follows: the delayed impact of 18 posts (1 D-2, 3 P-5, 10 P-4, 3 P-3 and 1 General Service (Other level)) approved for the biennium 2006-2007; and the establishment of the following new posts:

i. As of 1 January 2008, 1 P-4 for a Human Rights Officer, 1 General Service (Other level);

ii. As of 1 January 2009, 1 D-1, for Chief of the Rule of Law, Equality and Non-Discrimination Branch, 1 P-4 for a Human Rights Officer, and 1 new General Service (Other level) and the inward redeployment of 1 General Service (Other level) post from the Office of the High Commissioner to provide support to the work of the Director of the Research and Right to Development Division;

b. Increases of $2,703,700 under subprogramme 2 for posts as follows: the delayed impact of 9 posts: 1 D-2, 2 P-5, 1 P-4, 6 P-3 and 1 General Service (Other level); the establishment of the following new posts:

i. As from 1 January 2008, 1 D-1 for Chief of the Human Rights Council Branch, 1 P-4 for a Human Rights Officer, for the Universal Periodic Review Unit, 1 P-4 for a Human Rights Officer, 2 P-3 for Human Rights Officers and 3 General Service (Other level) posts;

ii. As of 1 January 2009, 1 P-5 for Leader of the Universal Periodic Review Unit and 2 P-4 posts for Human Rights Officers;

iii. The inward redeployment of 1 General Service (Other level) post from the Office of the High Commissioner to provide support to the Director of the Human Rights Council and Treaties Division; the outward redeployment of 1 P-5 and 1 P-3 post to the Office of the High Commissioner from subprogramme 2 to carry out legal advice and advocacy functions;

c. Increases for posts of $5,537,900 under subprogramme 3 as follows: the delayed impact of 39 posts: 9 P-5, 11 P-4, 10 P-3 and 9 General Service (Other level) approved in the 2006-2007 biennium and the establishment of the following new posts:

i. As of 1 January 2008, 1 D-2 post of Director of the Field Operations and Technical Cooperation Division;

ii. As of 1 January 2009, 1 D-1 post of Deputy Director of the Field Operations and Technical Cooperation Division, 1 P-5 post for a regional representative of the Field Operations and Technical Cooperation Division, 1 P-4 post for a Human Rights Officer of the Field Operations and Technical Cooperation Division and 1 P-3 post for a Human Rights Officer of the Field Operations and Technical Cooperation Division and the regularization of the outward redeployment of 1 P-3 post to the OHCHR New York office;

d. Increases for posts of $1,152,800 under subprogramme 4 for the establishment of the following posts:

i. As of 1 January 2008, 1 D-2 post of Director of the Special Procedures Division, 1 P-4 post of Human Rights Officer for the Civil and Political Rights Unit, 1 P-4 post of Human Rights Officer for the Groups in Focus Unit, 1 new P-4 post of Chief of the Economic, Social and Cultural Rights Unit, and 1 General Service (Other level) post;

ii. As of 1 January 2009, 1 P-5 post of Chief of the Economic, Social and Cultural Rights Unit; 1 P-5 post of Chief of the Groups in Focus Unit; and 1 new General Service (Other level) post;

(ii) An overall reduction of $691,600 in non-post resources, being the net increase in, inter alia, the travel of representatives, contractual services, general operating expenses and supplies and materials offset by reductions under, inter alia, consultants and experts, travel of staff and grants and contributions;

(d) A net increase of $1,431,200 under programme support provides for:

(i) Additional requirement of $1,343,600 for posts owing to: the delayed impact of 6 posts approved in the 2006-2007 biennium: 1 D-1, 2 P-5, 1 P-4, and 2 P-3; and the establishment of the following new posts: as of 1 January 2008, 1 new P-3 post for an Administrative Officer and 1 new General Service (Other level) post for a Travel Assistant and as from 1 January 2009, 1 new P-5 post of Chief of the Finance and Budget Section;

(ii) An overall net increase of $87,600 in non-post resources, being the net increase in other staff costs, contractual services, supplies and materials and grants and contributions which is offset by reductions under general operating expenses and furniture and equipment.

23.15 The estimates are likely to be revised during the biennium 2008-2009 since a number of factors listed below are expected to impact the work programme of programme 19, Human rights in the biennium 2008-2009:

(a) Decisions arising from the ongoing review by the Human Rights Council of its subsidiary machinery, which may impact the level of resources in the 2008-2009 biennium;

(b) Requirements relating to the implementation of Human Rights Council decision 3/104 have not been included in the present proposals. Following consideration and a decision by the General Assembly on the proposals and related resource requirements to be submitted to the Assembly at its sixty-first session, the continuing costs for the biennium 2008-2009 would be incorporated as necessary in the budget appropriation at the time of adoption of the programme budget for the biennium 2008-2009 in December 2007;

(c) The estimates exclude provision for a Committee on Enforced Disappearances, which in accordance with article 26 of the International Convention for the Protection of All Persons from Enforced Disappearance would be established to carry out the functions provided for in the International Convention. The Secretary-General informed the General Assembly in his report (A/61/530) that were the Convention to enter into force during the biennium an estimated amount of $846,700 would be required in the 2008-2009 biennium under section 23;

(d) The estimates also exclude provision for a Committee on the Rights of Persons with Disabilities, which in accordance with article 34 of the Convention on the Rights of Persons

with Disabilities would be established to carry out functions provided in the Convention. The Secretary-General informed the Third Committee of the General Assembly in an oral statement at its sixty-first session that an estimated amount of $1,277,800 or $1,511,200 would be required in the 2008-2009 biennium under section 23, were the Convention to enter into force late in 2007 or during the biennium 2008-2009, respectively.

23.16 It is estimated that during the biennium, extrabudgetary resources of $196,518,600 from various sources will be utilized to supplement resources from the regular budget for: (a) executive direction and management ($29,172,800); (b) substantive activities under the programme of work, such as the provision of assistance to victims of torture and individuals whose human rights have been violated as a result of contemporary forms of slavery, the protection of indigenous populations, provision of travel for participation in various meetings under the programme of work, technical cooperation, the publication of informational materials, maintenance of databases and websites, servicing of meetings, and the provision of other substantive support, the conduct of workshops, training courses and seminars, and the provision of fellowships ($160,642,900); and programme support ($6,702,900). The level of extrabudgetary resources of $196,518,600 estimated for the biennium 2008-2009, represents an increase of $84,939,000 over the initial estimates for the biennium 2006-2007.

23.17 Pursuant to General Assembly resolution 58/269, resources identified for the conduct of monitoring and evaluation, which are crucial to ensuring the quality of services provided by OHCHR, amount to $532,200 for post and non-post resources under the regular budget and $136,400 under extrabudgetary resources.

23.18 The activities of the Committee on Missing Persons in Cyprus, established to resolve the situation of such missing persons through the good offices of the Secretary-General, are described in section E below.

23.19 The estimated percentage distribution of resources under this section is as shown in table 23.2.

Table 23.2 **Distribution of resources by component**

(Percentage)

Component	*Regular budget*	*Extrabudgetary*
A. Policymaking organs		
1. Human Rights Council	0.1	—
2. Subcommission on the Promotion and Protection of Human Rights	0.8	—
3. Human Rights Committee	1.3	—
4. Special Committee to Investigate Israeli Practices	0.3	—
5. Committee on Economic, Social and Cultural Rights	0.7	—
6. Committee on the Rights of the Child	1.4	—
7. Committee against Torture	0.5	—
8. Committee on the Elimination of Racial Discrimination	0.7	—
9. Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families	0.2	—
10. Committee on the Elimination of Discrimination against Women	1.1	—
11. Subcommittee on the Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment	0.8	—
12. Meetings of Chairpersons of Human Rights Treaty Bodies	0.1	—
Subtotal A	**8.0**	**—**

Component	Regular budget	Extrabudgetary
B. Executive direction and management	11.8	14.8
C. Programme of work		
1. Human rights mainstreaming, right to development, research and analysis	16.5	10.5
2. Supporting human rights bodies analysis	15.8	10.6
3. Advisory services, fact-finding and field activities	26.8	56.9
4. Support for human rights thematic fact-finding procedures	10.9	3.8
Subtotal C	**70.0**	**81.8**
D. Programme support	9.6	3.4
E. Committee on Missing Persons in Cyprus	0.6	—
Total	**100.0**	**100.0**

Table 23.3 **Resource requirements by component**

(Thousands of United States dollars)

(1) *Regular budget*

Component	2004-2005 expenditure	2006-2007 appropriation[a]	Resource growth		Total before recosting	Recosting	2008-2009 estimate
			Amount	Percentage			
A. Policymaking organs	6 059.4	7 823.8	826.9	10.6	8 650.7	557.0	9 207.7
B. Executive direction and management	7 446.5	10 276.7	2 433.4	23.7	12 710.1	612.9	13 323.0
C. Programme of work	42 246.0	63 127.1	12 214.1	19.3	75 341.2	3 564.4	78 905.6
D. Programme support	3 615.2	8 920.6	1 431.2	16.0	10 351.8	386.1	10 737.9
E. Committee on Missing Persons in Cyprus	540.8	405.8	237.6	58.6	643.4	17.8	661.2
Subtotal	**59 908.0**	**90 554.0**	**17 143.2**	**18.9**	**107 697.2**	**5 138.2**	**112 835.4**

[a] The revised appropriation for the biennium 2006-2007 has been adjusted for technical purposes for the resources related to the transfer of the responsibility for the implementation of the Committee on the Elimination of Discrimination against Women.

(2) *Extrabudgetary*

	2004-2005 expenditure	2006-2007 estimate	2008-2009 estimate
(a) Services in support of:			
(i) United Nations organizations			
(ii) Extrabudgetary activities	9 123.4	13 509.4	16 635.4
(b) Substantive activities:			
Trust Fund for the Programme of the Decade for Action to Combat Racism and Racial Discrimination	1 120.6	—	—
United Nations Voluntary Fund for Victims of Torture	12 875.4	11 549.9	12 246.4
United Nations Voluntary Fund for Indigenous Peoples	616.8	707.5	758.0

	2004-2005 expenditure	2006-2007 estimate	2008-2009 estimate
United Nations Voluntary Fund for the International Decade of the World's Indigenous People	365.9	—	—
Trust Fund for Contemporary Forms of Slavery	483.4	1 186.7	1 271.4
Trust Fund for Support of the Activities of the Centre for Human Rights	70 338.1	128 538.2	145 272.6
(c) Operational projects:			
United Nations Voluntary Fund for Advisory Services and Technical Assistance in the Field of Human Rights	17 155.4	15 416.8	19 416.0
Trust Fund for Human Rights Education in Cambodia	686.5	861.7	918.8
Subtotal	**112 765.5**	**171 770.2**	**196 518.6**
Total (1) and (2)	**172 673.5**	**262 324.2**	**309 354.0**

Table 23.4 **Post requirements**

	Established regular budget posts		Temporary posts				Total	
			Regular budget		Extrabudgetary[a]			
Category	2006-2007[a]	2008-2009	2006-2007	2008-2009	2006-2007	2008-2009	2006-2007	2008-2009
Professional and above								
USG	1	1	—	—	—	—	1	1
ASG	1	1	—	—	—	—	1	1
D-2	3	5	—	—	—	—	3	5
D-1	6	10	—	—	3	3	9	13
P-5	36	41	—	—	22	31	58	72
P-4/3	139	154	—	—	161	227	300	381
P-2/1	18	18	—	—	33	44	51	62
Subtotal	**204**	**230**	**—**	**—**	**219**	**305**	**423**	**535**
General Service								
Principal level	2	4	—	—	—	3	2	7
Other level	69	77	—	—	174	295	243	372
Subtotal	**71**	**81**	**—**	**—**	**174**	**298**	**245**	**379**
Other								
National Officer	—	—	—	—	32	82	32	82
Subtotal	**—**	**—**	**—**	**—**	**32**	**82**	**32**	**82**
Total	**275**	**311**	**—**	**—**	**425**	**685**	**700**	**996**

[a] The staffing table for the biennium 2006-2007 has been adjusted for technical purposes for the resources related to the transfer of the responsibility for the implementation of the Committee on the Elimination of Discrimination against Women.

A. Policymaking organs

Resource requirements (before recosting): $8,650,700

1. Human Rights Council

Resource requirements (before recosting): $163,700

23.20 The Human Rights Council was established by General Assembly resolution 60/251, as a subsidiary organ of the General Assembly. By that resolution the General Assembly recommended that the Economic and Social Council request the Commission on Human Rights to conclude its work at its sixty-second session, and that it abolish the Commission on 16 June 2006. The General Assembly also decided that the Human Rights Council assume the role and responsibilities of the Commission on Human Rights relating to the work of the Office of the United Nations High Commissioner for Human Rights, as decided by the General Assembly in its resolution 48/141. The first members of the Council were elected on 9 May 2006. It is currently composed of 47 members, who are elected for a period of three years. The Council meets regularly throughout the year in Geneva for a minimum of three sessions a year, including a main session, for a total duration of no less than 10 weeks. The Council may also hold special sessions, when needed, at the request of a member of the Council with the support of one third of the members.

23.21 The General Assembly in its resolution 60/251 mandated the Council to (a) undertake a universal periodic review of the fulfilment by each State of its human rights obligations and commitments, and develop the modalities and necessary time allocation for such a mechanism, and (b) assume, review and, where necessary, improve and rationalize all mandates, mechanisms, functions and responsibilities of the Commission on Human Rights in order to maintain a system of special procedures, expert advice and a complaint procedure. The same resolution provides that these two tasks should be completed within one year after the holding of the first session of the Council. At the time of preparation of this 2008-2009 proposed programme budget, the one-year time span to complete the two aforementioned tasks had not expired. At its first regular session, the Council by its decision 1/102 decided to extend exceptionally for one year the mandates and the mandate holders of all the special procedures of the Commission on Human Rights, of the Subcommission on the Promotion and Protection of Human Rights, as well as the procedure established in accordance with Economic and Social Council resolution 1503 (XLVIII). At its second regular session, the Council by its decision 2/102 decided to request the Secretary-General and the High Commissioner to continue with the fulfilment of their activities, in accordance with all previous decisions adopted by the Commission on Human Rights and to update the relevant reports and studies. Further, at its first regular session, the Council decided to establish two intersessional open-ended intergovernmental working groups to: (a) formulate concrete recommendations on the issue of reviewing and, where necessary, improving and rationalizing all mandates, mechanisms, functions and responsibilities of the Commission on Human Rights in order to maintain a system of special procedures, expert advice and a complaint procedure (Human Rights Council decision 1/104); and (b) develop the modalities of the universal periodic review mechanism (Human Rights Council decision 1/103). As a result of Council decisions 1/102, 1/103, 1/04 and 2/102 and pending the completion of the work of the two working groups, the proposals therefore contain the following working groups which the Human Rights Council has established and the working groups of the Commission on Human Rights which the Council has assumed:

(a) *Working Group on Situations*. The Working Group on Situations was established by the Commission on Human Rights under the terms of Economic and Social Council resolution 1990/41 and functions within the framework of Council resolution 1503 (XLVIII), as revised by Council resolution 2000/3, to examine situations that appear to reveal a consistent pattern of gross and reliably attested violations of human rights and fundamental freedoms, and to

determine whether or not to refer those situations to the Commission on Human Rights. The Working Group on Situations also has the role of examining the particular situations kept under review by the Commission under the procedure. The Working Group is composed of five members of the Commission appointed in their personal capacity and meets once a year for one week, not less than one month prior to the session of the Commission on Human Rights. The last session of the Working Group on Situations took place from 6 to 10 February 2006;

(b) *Working Group on Arbitrary Detention.* The Working Group on Arbitrary Detention was established for a three-year period in 1991 by the Commission on Human Rights in its resolution 1991/42 and approved by the Economic and Social Council in its decision 1991/243. The Working Group is composed of five independent experts, with the task of investigating cases of detention imposed arbitrarily or otherwise inconsistently with the relevant international standards set forth in the Universal Declaration of Human Rights or in the relevant international legal instruments accepted by the States concerned. The mandate of the Working Group was renewed by the Commission for a further three-year period in 1994, 1997, 2000 and most recently by Commission resolution 2003/31. The Working Group holds three sessions a year (two of five working days and one of eight working days), during which it examines information pertinent to its mandate and adopts decisions on individual cases submitted to it. During its sessions, the Working Group also adopts deliberations and legal opinions of a general character. It also carries out two field missions per year. The forty-seventh session of the Working Group on Arbitrary Detention took place from 15 to 24 November 2006;

(c) *Working Group on the Right to Development.* This open-ended working group (which replaced the earlier intergovernmental working group of experts entrusted to elaborate a strategy for the implementation and promotion of the right to development) was established by Commission resolution 1998/72 and Economic and Social Council decision 1998/269. The mandate of the working group was recently extended by Commission resolution 2005/4 and Economic and Social Council decision 2005/256. The Working Group will meet for a period of 10 working days, of which 5 will be allocated to the high-level task force established within the framework of the Working Group to hold its meetings and submit its findings and recommendations to the Working Group well in advance of its session. The Working Group in turn would meet for a period of five working days to consider the findings and recommendations of the task force and further initiatives in accordance with its mandate. The Working Group held its seventh session from 9 to 13 January 2006. The Council at its first session adopted resolution 1/4, whereby it decided to renew the mandate of the Working Group for a period of one year, requested the Working Group to meet for a period of five working days in the first three months of 2007, and consider the next report of the Working Group at its session in March-April 2007;

(d) *Working Group of Experts on People of African Descent.* This Working Group of five independent experts was established by Commission resolution 2002/68 of 25 April 2002 and Economic and Social Council decision 2002/270 of 25 July 2002. The mandate of the Working Group was most recently extended by Commission resolution 2005/64 of 20 April 2005, which was noted by Economic and Social Council decision 2005/272 of 25 July 2005. The Working Group held its fifth session from 29 August to 2 September 2005, and its sixth session from 29 January to 2 February 2007;

(e) *Intergovernmental Working Group on the Effective Implementation of the Durban Declaration and Programme of Action.* This Working Group was established by Commission resolution 2002/68 of 25 April 2002 and Economic and Social Council decision 2002/270 of 25 July 2002. The mandate of the Working Group was most recently extended by Human Rights Council resolution 1/5 of 30 June 2006 for a period of three years;

(f) *Working group to elaborate an optional protocol to the International Convention on Economic, Social and Cultural Rights*. This open-ended working group was established by Commission resolution 2002/24 of 24 April 2002 and Economic and Social Council decision 2002/257 of 25 July 2002 to meet in the intersessional period of the fifty-ninth session of the Commission on Human Rights. The mandate of the working group was most recently renewed by Human Rights Council resolution 1/3 of 29 June 2006 for a period of two years. The working group will meet for one two-week session.

2. Subcommission on the Promotion and Protection of Human Rights

Resource requirements (before recosting): $869,800

23.22 The Subcommission, which is the main subsidiary body of the Commission on Human Rights, was established by the Commission at its first session, in 1947, under the authority of the Economic and Social Council (resolution 9 (II)). Its functions were set out by the Commission at its first and fifth sessions (E/259 and E/1371) and in its resolution 17 (XXXVII). The Subcommission is currently composed of 26 experts acting in their personal capacity, elected by the Commission with due regard for equitable geographical representation for a term of four years. The Subcommission holds an annual three-week session at Geneva. Pursuant to General Assembly resolution 60/251 all mandates, mechanisms, functions and responsibilities of the Commission on Human Rights, including the Subcommission on the Promotion and Protection of Human Rights, were assumed, as of 19 June 2006, by the Human Rights Council. In its decision 1/102, the Human Rights Council decided to extend exceptionally for one year, subject to the review to be undertaken by the Council in conformity with General Assembly resolution 60/251, the mandates and mandate-holders of the Subcommission. The Council, in this regard, requested the Subcommission to continue with the implementation of its mandate. The Council also decided that the final session of the Subcommission should be convened "starting 31 July for a period of up to four weeks, if so decided by the Subcommission, including its pre-sessional and in-sessional working groups". The Council further decided that "the working groups and the Social Forum of the Subcommission shall be convened to hold their annual sessions in accordance with current practices". Since the Human Rights Council has not decided on a successor body to the Subcommission, at the time of preparation of the proposed programme budget for the biennium 2008-2009, the provisions for the Subcommission have been maintained in the estimates.

23.23 The seven working groups and the Social Forum established by the Subcommission are:

(a) *Working Group on Communications*. The Working Group on Communications was established by the Subcommission in its resolution 2 (XXIV) under the authority of the Economic and Social Council (resolution 1503 (XLVIII), as revised in resolution 2000/3), to examine the communications received under Council resolution 728 F (XXVIII) with a view to bringing to the attention of the Working Group on Situations any particular situations that appeared to reveal a consistent pattern of gross and reliably attested violations of human rights and fundamental freedoms. The Working Group, consisting of five members of the Subcommission, meets once a year for two weeks immediately after the annual session of the Subcommission. The Working Group on Communications held its thirty-fourth session from 28 August to 8 September 2006;

(b) *Working Group on Contemporary Forms of Slavery*. The Working Group on Contemporary Forms of Slavery was established pursuant to Subcommission resolution 11 (XXVII) and Economic and Social Council decision 16 (LVI) to review developments in the field of slavery and the slave trade in all their practices and manifestations, including the slavery-like practices of apartheid and colonialism, the trafficking in persons and the exploitation of the prostitution of others as defined in slavery conventions. The Working Group, consisting of

five members of the Subcommission, meets once a year at Geneva for eight working days. The Working Group on Contemporary Forms of Slavery met (alternatively with the Working Group on Minorities) in parallel to the plenary meeting during the first week of the fifty-eighth and final session of the Subcommission from 7 to 11 August 2006;

(c) *Working Group on Indigenous Populations*. The Working Group on Indigenous Populations was established pursuant to Economic and Social Council resolution 1982/34 to review developments pertaining to the promotion and protection of the human rights and fundamental freedoms of indigenous populations and to give special attention to the evolution of new standards concerning the rights of indigenous populations. Its terms of reference are contained in Subcommission resolution 2 (XXIV). The Working Group, consisting of five members of the Subcommission, meets annually at Geneva for a period of one week immediately prior to the Subcommission sessions. The Working Group on Indigenous Populations met from 31 July to 2 August 2006;

(d) *Working Group on Minorities*. The Working Group on Minorities, established pursuant to Economic and Social Council resolution 1995/31, initially for a three-year period, meets each year for five working days in order to promote the rights of persons belonging to national or ethnic, religious and linguistic minorities, as set out in the Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities. The mandate of the Working Group was extended by Commission resolution 2000/52 of 25 April 2000 and Economic and Social Council decision 2000/269 of 28 July 2000 with a view to its holding one session of five days annually. The Working Group consists of five members of the Subcommission. The Working Group on Minorities met (alternatively with the Working Group on Contemporary Forms of Slavery) in parallel to the plenary meeting during the first week of the fifty-eighth and final session of the Subcommission from 7 to 11 August 2006;

(e) *Working Group on Transnational Corporations*. This sessional Working Group was established pursuant to Subcommission resolution 1998/8 for a three-year period, and was extended twice for a further period of three years by the Subcommission in its resolutions 2001/3, 2004/16, and more recently by the Subcommission in its decision 2006/104. The Working Group consists of five members of the Subcommission. The Working Group held two public meetings for its eight sessions on 8 and 10 August 2006;

(f) *Working Group on the Administration of Justice*. The sessional Working Group on the Administration of Justice was established pursuant to Subcommission decision 1994/103, and more recently by Subcommission decision 2006/103. The Working Group consists of five members of the Subcommission. The Working Group held two public meetings on 8 and 11 August 2006;

(g) *Working Group on detailed principles and guidelines concerning the promotion and protection of human rights when combating terrorism*. This sessional Working Group was established pursuant to Subcommission decision 2004/109 and more recently by Subcommission decision 2006/102. The Working Group consists of five members of the Subcommission. The Working Group held two public meetings on 9 and 10 August 2006;

(h) *Social Forum*. The Social Forum was established by Subcommission on the Promotion and Protection of Human Rights resolution 2001/24, Commission of Human Rights resolution 2001/103, Economic and Social Council decision 2003/107 of 22 April 2003 and Economic and Social Council decision 2003/264. As a pre-sessional forum on economic, social and cultural rights, the two-day meeting is held annually with the participation of 10 members of the Subcommission, taking into account regional representation. The fourth Social Forum was held on 3 and 4 August 2006 during the fifty-eighth and final session of the Subcommission.

3. Human Rights Committee

Resource requirements (before recosting): $1,412,200

23.24 The Human Rights Committee, established in accordance with article 28 of the International Covenant on Civil and Political Rights (General Assembly resolution 2200 (XXI), annex), is composed of 18 experts, acting in their personal capacity, who are nominated and elected by the States parties to the Covenant for a term of four years. The Committee monitors the implementation of the Covenant by examining periodic reports submitted by the 160 States parties and receives individual communications concerning violations of the Covenant by States parties that have adhered to the Optional Protocol to the Covenant (109 States). The Committee is also competent to examine inter-State communications with respect to 48 States parties, which have made a declaration pursuant to article 41 of the Covenant. The Committee meets three times a year for three weeks, once in New York and twice in Geneva, with each session preceded by the meeting of one working group of five members each for one week.

4. Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories

Resource requirements (before recosting): $280,300

23.25 The Special Committee was established by the General Assembly in its resolution 2443 (XXIII) to investigate Israeli practices affecting the human rights of the population of the occupied territories. It is composed of three Member States and meets twice a year in Geneva and once a year in New York. Every year, the Committee undertakes a two-week field mission to the Middle East in order to hear witnesses with recent and first-hand information about the situation of human rights in the occupied territories. Before leaving on mission, the Committee meets for one day in Geneva. The second meeting in Geneva takes place during the debate on Palestine in the main Human Rights Council session. In addition, members of the Special Committee meet at United Nations Headquarters in New York to present their report and attend the deliberations of the General Assembly Fourth Committee (Political and Decolonization) when the Special Committee item is on its agenda.

5. Committee on Economic, Social and Cultural Rights

Resource requirements (before recosting): $759,800

23.26 The Committee on Economic, Social and Cultural Rights, established by the Council in its resolution 1985/17, is composed of 18 experts, acting in their personal capacity, who are nominated by the States parties to the International Covenant on Economic, Social and Cultural Rights and elected by the Council for a term of four years, and meets twice a year for three weeks. Its rules of procedure, as well as the meetings of its working group, were approved by the Council in decision 1990/251. The Committee monitors the implementation of the Covenant by examining periodic reports submitted by the 156 States parties and making general recommendations to the Council. A pre-sessional working group composed of five members meets for one week immediately after each session to prepare the organization of the following session.

6. Committee on the Rights of the Child

Resource requirements (before recosting): $1,461,300

23.27 The Committee on the Rights of the Child was established in accordance with article 43 of the Convention on the Rights of the Child (General Assembly resolution 44/25, annex). The Committee is composed of 18 experts acting in their personal capacity, nominated and elected by the 193 States parties to the Convention for a term of four years, and meets in Geneva three times a year for three weeks. The Committee monitors the implementation of the Convention by examining periodic reports submitted by the States parties. The Committee also monitors the implementation of the Optional Protocols to the Convention, on the sale of children, child prostitution and child pornography (118 States parties), which entered into force on 18 January 2002, and on the involvement of children in armed conflict (114 States parties), which entered into force on 12 February 2002, through the examination of reports. The States parties to the Protocols are required to submit an initial report within two years of the entry into force of the Protocol for that State Party. Thereafter, each State party shall include in the reports it submits to the Committee, in accordance with article 44 of the Convention, any further information with respect to the implementation of the Optional Protocols. A pre-sessional working group of the whole meets for one week immediately after each session to prepare the next session. As an exceptional and temporary measure as approved in resolution 59/261, the Committee worked in two chambers in 2005 (a pre-sessional working group in October and in 2006 (three sessions and two pre-sessional working groups) in order to clear the backlog of reports. The Committee continues to consider its working methods with a view to enhancing its efficiency, and will submit proposals to that effect at the sixty-second session of the General Assembly.

7. Committee against Torture

Resource requirements (before recosting): $489,800

23.28 The Committee against Torture, established in accordance with article 17 of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (General Assembly resolution 39/46, annex), is composed of 10 experts, acting in their personal capacity, who are nominated and elected by the States parties to the Convention for a term of four years. The Committee monitors the implementation of the Convention by examining periodic reports submitted by the States parties (144 States), and individual communications concerning violations of the Convention by States parties which have accepted the optional procedure under article 22 of the Convention (60 States). The Committee is also empowered to conduct inquiries in States parties that have accepted the procedure under article 20 of the Convention (138 States). In 2008-2009, the Committee will continue to hold two annual sessions of three weeks in Geneva.

8. Committee on the Elimination of Racial Discrimination

Resource requirements (before recosting): $764,000

23.29 The Committee on the Elimination of Racial Discrimination was established in accordance with article 8 of the International Convention on the Elimination of All Forms of Racial Discrimination (General Assembly resolution 2106 A (XX), annex). The Committee is composed of 18 experts, acting in their personal capacity, nominated and elected by the States parties to the Convention for a term of four years, and meets twice a year in Geneva for three weeks. The Committee monitors the implementation of the Convention by examining periodic reports submitted by the States parties (173 States) and individual communications concerning violations of the Convention by States parties (49 States) that have accepted the optional procedure under article 14 of the Convention.

9. Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families

Resource requirements (before recosting): $183,200

23.30 The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, endorsed by the General Assembly in its resolution 45/158 entered into force on 1 July 2003. The Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families was established in accordance with article 72 of the Convention and is composed of 10 experts, acting in their personal capacity, nominated and elected by the States parties to the Convention for a term of four years, and meets for two one-week sessions in Geneva. The Committee monitors the Convention by examining periodic reports submitted by the States parties (36 States parties). No States have yet accepted the optional procedure under article 77 of the Convention, which would allow the Committee to examine individual communications concerning violations of the Convention.

10. Committee on the Elimination of Discrimination against Women

Resource requirements (before recosting): $1,230,500

23.31 The Committee on the Elimination of Discrimination against Women was established in accordance with the Convention on the Elimination of All Forms of Discrimination against Women, adopted by the General Assembly in its resolution 34/180. It reviews reports of States parties (currently 184 States parties) submitted in accordance with article 18 of the Convention and formulates suggestions and general recommendations. As of 1997, the 23-member Committee held two regular annual sessions in New York of 15 working days each, followed by a five-day pre-session working group. The General Assembly, in resolution 60/230, authorized the Committee to hold a third annual session in 2006 and in 2007, and to meet in parallel chambers during its third annual session in 2006 and its first and third annual sessions in 2007, as an exceptional measure. By that resolution the General Assembly decided to assess the situation with regard to the meeting time of the Committee after two years and requested the Secretary-General to report to it at its sixty-second session on the implementation of resolution 60/230.

23.32 The Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women was adopted by the General Assembly in its resolution 54/4, entered into force on 22 December 2000, and has 86 States parties. The Committee is mandated under the Optional Protocol to the Convention to receive and consider communications from individuals or groups of individuals and to transmit its views with respect to such communications to the parties concerned.

It is also empowered under the Optional Protocol to conduct inquiries into grave or systematic violations of the Convention in 79 States parties. During 2008-2009, it is expected that the Committee will consider up to 30 communications. A Working Group of the Committee meets prior to each session in order to determine the admissibility of communications and make the necessary recommendations on the merits. The Working Group comprises five members of the Committee, who meet for a period of five working days twice a year prior to the Committee session for a total of 10 working days annually.

11. Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment

Resource requirements (before recosting): $925,600

23.33 The Optional Protocol to the Convention against Torture and Other Cruel, Inhuman and Degrading Treatment or Punishment was adopted on 18 December 2002 at the fifty-seventh session of the General Assembly, and entered into force on 22 June 2006. As of April 2007, there are 33 States parties to the Optional Protocol. The first meeting of the Subcommittee was held on 18 December 2006, during which 10 independent experts were elected (once 50 States parties have ratified or acceded to the Optional Protocol the members of the Subcommittee will increase to 25 experts) to act in their personal capacity. They were nominated and elected by the States parties to the Optional Protocol for a term of four years. The first session of the Subcommittee was held in Geneva from 19 to 23 February 2007. The Subcommittee will undertake regular visits to places where people are deprived of their liberty in accordance with article 1 of the Protocol. Following the visits, the Subcommittee will make recommendations for improvements in the treatment and conditions of detention of persons deprived of their liberty, and will continue to work with the relevant authorities on the implementation of the recommendations. The Optional Protocol also provides for establishing a Special Fund, to help to finance the implementation of the recommendations made by the Subcommittee after a visit to a State party, as well as education programmes for the national preventive mechanisms. The Special Fund may be financed through voluntary contributions made by Governments, intergovernmental and non-governmental organizations and other private or public entities, and will be supported by the Treaties Branch.

12. Meetings of persons chairing the human rights treaty bodies

Resource requirements (before recosting): $110,500

23.34 Meetings of persons chairing the human rights treaty bodies have been convened annually pursuant to General Assembly resolution 49/178. The meetings of the persons chairing the human rights treaty bodies are attended by the chairpersons or representatives of the Human Rights Committee, Committee on Economic, Social and Cultural Rights, Committee on the Elimination of Racial Discrimination, Committee on the Elimination of Discrimination against Women, Committee against Torture, Committee on the Rights of the Child and Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families and the newly established Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment. The inter-committee meetings of the human rights treaty bodies are attended by the Chairpersons and by two members of each Committee. The purpose of the inter-committee meetings of the human rights treaty bodies is to review matters relating to the implementation of the principal international human rights treaties and their monitoring mechanisms. Pursuant to Commission resolution 2004/78, the inter-committee meeting of the human rights treaty bodies to discuss issues relating to the methods or work of the treaty bodies is held annually. Treaty bodies

have recommended that these meetings take place twice a year in order to ensure harmonized and streamlined working methods and procedures.

13. Committee on Enforced Disappearances

23.35 The International Convention for the Protection of All Persons from Enforced Disappearance was adopted by the Human Rights Council in resolution 2006/1 at its 21st meeting on 29 June 2006 and endorsed by the General Assembly in its resolution 61/177. The Convention is open for signature by all States and currently has 58 signatories. It will enter into force on the thirtieth day after the deposit of the twentieth instrument of ratification or accession. Should the Convention enter into force during the biennium 2008-2009, the Committee on Enforced Disappearances would be established in accordance with article 26 of the Convention. Member States will be informed of the budgetary implications in accordance with established procedures. The Committee would be composed of 10 experts serving in their personal capacity, and would be nominated and elected by the States parties to the Convention for a term of four years. The Committee will monitor the implementation of the Convention by examining reports submitted by the States parties, pursuant to article 29 of the Convention. The Committee will also receive individual communications under the procedure in article 31 of the Convention for those States which have accepted the competence of the Committee, as well as requests for urgent action from relatives or legal representatives of disappeared persons.

14. Committee on the Rights of Persons with Disabilities

23.36 The International Convention on the Rights of Persons with Disabilities was adopted by the Ad Hoc Committee on a Comprehensive and Integral International Convention on the Protection and Promotion of the Rights and Dignity of Persons with Disabilities at its eighth session in New York, on 25 August 2006, and endorsed by the General Assembly in its resolution 61/106. The Convention is open for signature by all States and by regional integration organizations (article 42 of the Convention), and currently has 81 signatories, in addition to the European Communities. The Convention shall enter into force on the thirtieth day after the deposit of the twentieth instrument of ratification or accession. Should the Convention enter into force during the biennium 2008-2009, the Committee on the Rights of Persons with Disabilities would be established in accordance with article 34 of the Convention. Member States will be informed of the budgetary implications in accordance with established procedures. The Committee would be composed of 12 experts, at the time of entry into force, and increased by 6 members after an additional 60 ratifications or accessions to the Convention have taken place. The members of the Committee, who shall serve in their personal capacity, would be nominated and elected by the States parties to the Convention for a term of four years. Consideration should be given, inter alia, to the participation of experts with disabilities. The Committee would monitor the implementation of the Convention by examining periodic reports submitted by the States parties.

23.37 The Optional Protocol to the Convention was also adopted by the Ad Hoc Committee on a Comprehensive and Integral International Convention on the Protection and Promotion of the Rights and Dignity of Persons with Disabilities in its eighth session in New York, on 25 August 2006, and endorsed by the General Assembly in its resolution 61/106. It currently has 43 signatories. Subject to the entry into force of the Convention, the Optional Protocol will enter into force on the thirtieth day after the deposit of the tenth instrument of ratification or accession. Should the Optional Protocol enter into force during the biennium 2008-2009, Member States will be informed of the budgetary implications in accordance with established procedures. The States parties to the Optional Protocol will recognize the competence of the Committee to receive and

consider individual communications, or communications submitted on behalf of groups of individuals, concerning alleged violations of the Convention. In addition, the States parties can choose to accept an optional inquiry procedure under articles 6 and 7 of the Optional Protocol, which would allow the Committee to conduct inquiries into alleged violations of the Convention. This inquiry procedure may include a visit to the territory of the State party but only where warranted and with the consent of the State party.

Table 23.5 **Resource requirements**

	Resources (thousands of United States dollars)		*Posts*	
Component	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
1. Human Rights Council	—	163.7	—	—
2. Subcommission on the Promotion and Protection of Human Rights	869.8	869.8	—	—
3. Human Rights Committee	1 362.7	1 412.2	—	—
4. Special Committee to Investigate Israeli Practices affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories	235.7	280.3	—	—
5. Committee on Economic, Social and Cultural Rights	774.9	759.8	—	—
6. Committee on the Rights of the Child	1 702.4	1 461.3	—	—
7. Committee Against Torture	481.5	489.8	—	—
8. Committee on the Elimination of Racial Discrimination	764.0	764.0	—	—
9. Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families	183.2	183.2	—	—
10. Committee on the Elimination of Discrimination against Women	1 230.5	1 230.5	—	—
11. Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment	—	925.6	—	—
12. Meetings of persons chairing the human rights treaty bodies	55.4	110.5	—	—
13. Committee on Human Rights	(163.7)	—	—	—
Subtotal	**7 823.8**	**8 650.7**	—	—
Extrabudgetary		—	—	—
Total	**7 823.8**	**8 650.7**	—	—

23.38 Non-post resources totalling $8,650,700 provide for other staff costs, honorarium payments to members of CEDAW, travel of representatives and staff, general operating expenses and supplies and materials for the Special Committee to Investigate Israeli Practice.

23.39 The net increase of $826,900 reflects net additional requirements of $1,086,000 relating to travel of representatives and travel of staff, general temporary assistance, which is offset by reduced requirements under other staff costs and consultants.

B. Executive direction and management

Resource requirements (before recosting): $12,710,100

23.40 Executive direction and management consists of the Executive Office of the United Nations High Commissioner for Human Rights, the Policy, Planning, Monitoring and Evaluation Section, the Communication Section, the Resource Mobilization Section, the Civil Society Unit and the New York Office.

23.41 The High Commissioner is the United Nations official with principal responsibility for United Nations human rights activities in accordance with the mandate entrusted to the High Commissioner through General Assembly resolution 48/141. The High Commissioner advises the Secretary-General on the policies of the United Nations in the area of human rights and is responsible for coordinating human rights activities throughout the United Nations system and for rationalizing, adapting, strengthening and streamlining the United Nations machinery in the area of human rights, with a view to improving its efficiency and effectiveness. The High Commissioner provides overall executive direction, management, policy guidance and leadership for the implementation of the United Nations human rights programme.

23.42 Increased support for human rights implementation will be provided to Member States, at their request, through, inter alia, assistance to national systems of human rights protection, national capacity-building, technical cooperation, human rights education and other activities. All human rights activities will be addressed in an integrated, interrelated and interdependent manner. The programme will continue to take gender issues fully into account in the development and application of norms and procedures so that violations against women and girls are clearly identified and addressed. Substantive and organizational support will be provided to the Human Rights Council, its procedures, other relevant United Nations organs and treaty-monitoring bodies. Particular efforts will be made to strengthen, rationalize and streamline the United Nations mechanisms in the field of human rights, as requested by the General Assembly in its resolutions 48/141 and 60/1. The programme will strive to meet the essential challenge of ensuring the enjoyment of human rights worldwide, through the dedicated and coordinated efforts of all relevant partners.

23.43 The Deputy High Commissioner assists the High Commissioner in the overall direction and management of the Office. In the context of its management review of OHCHR conducted in 2002, the Office of Internal Oversight Services recommended that the post of Deputy High Commissioner be more fully utilized by assigning to it executive management responsibilities (A/57/488, para. 41). Accordingly, the High Commissioner decided to place under the direct supervision of the Deputy High Commissioner all Office-wide support functions falling under the budget components of Executive direction and management and programme support, i.e., the Programme Support and Management Services, the Policy, Planning, Monitoring and Evaluation Section, the Resource Mobilization Section and the Communications Section.

23.44 In keeping with the Secretary-General's reform plan and the OHCHR plan of action, which included a series of recommendations pertaining to executive management and strategic planning for and oversight of the human rights programme, the organizational structure under Executive direction and management will be as described below:

(a) *Executive Office of the High Commissioner*: The High Commissioner is assisted by an Executive Office, which provides immediate support, expert advice and assistance in the overall coordination of work of OHCHR. It is proposed to strengthen the Executive Office by establishing a D-1, Chief of Staff, to facilitate interaction between senior managers, and the New York Office and the High Commissioner and Deputy High Commissioner, to direct the Executive Office of the High Commissioner and to oversee, on behalf of the High Commissioner, management and personnel issues for the Office as a whole. In addition, it is proposed that a legal advocacy function be placed in the Executive Office under the High Commissioner's direct supervision;

(b) *Civil Society Unit*: Its functions will include providing: the relevant guidance and support to civil society, including in its participation in Human Rights Council sessions; services and advice to OHCHR staff working with civil society counterparts, including through the development, maintenance and enhancement of various support tools such as a central database; and policy guidance on the relationship of OHCHR with civil society;

(c) *Resource Mobilization Section*: Its functions will include raising of predictable, timely and flexible voluntary funds for OHCHR extrabudgetary activities by building a transparent and systematic relationship with donors and through an annual appeal system designed for sharing information on extrabudgetary needs and broadening the donor base. Efforts will continue to aim at building and developing an open and constructive relationship with Member States, as well as with other important potential partners in the public and private sectors with a view to securing extrabudgetary resources. Activities in this area will be funded entirely from extrabudgetary resources;

(d) *Communications Section*: Its functions will include close coordination with the Department of Public Information, development and implementation of communication strategies in support of the priority themes of the OHCHR Strategic Management Plan; production of public information campaign materials; production of content for and maintenance of the public information sections of the OHCHR website and the Intranet; and maintenance of relations with media representatives and regular provision of material for publication by media;

(e) *Policy, Planning, Monitoring and Evaluation Section*: The consolidation of policy, planning, monitoring and evaluation functions within a single Section reporting directly to the Deputy High Commissioner, as recommended by the Office of Internal Oversight Services, has greatly contributed to prioritizing OHCHR work, translating objectives into workplans as well as monitoring and measuring achievements, including for reporting to Member States and the relevant decision-making bodies on the programme accomplishments. With regard to self-evaluations, OHCHR has developed its own process for monitoring the use of voluntary contributions, in addition to reporting on programme performance through the Integrated Monitoring and Documentation Information System (IMDIS). For the biennium 2006-2007, OHCHR for the first time established a bi-annual Strategic Management Plan, which covers the biennial budget cycle of the United Nations Secretariat and provides a comprehensive picture of objectives and activities, as outlined in the biennial programme plan and priorities for the biennium 2006-2007, as well as of requirements irrespective of funding sources. In 2006, an internal mid-year review was conducted. The key findings of the end of year-mid-term review issued in early 2007, will be made public. A report to be published in 2008 will capture implementation of the overall Strategic Management Plan for the biennium 2006-2007.

23.45 Acting under the direction and on behalf of the High Commissioner, the New York Office represents the policies and objectives of OHCHR at United Nations Headquarters, at meetings of

policymaking organs, executive committees and their subsidiary bodies, at interdepartmental and inter-agency meetings and at meetings with Permanent Missions of Member States, non-governmental organizations and the media. It provides policy advice and recommendations on substantive matters to the High Commissioner. The New York Office has acquired a number of substantive functions as a result of successive United Nations reform processes, as acknowledged by an internal Office of Internal Oversight Services study in 2006, which placed human rights at the core of the work of the organization. To adequately respond to these demands, enlargement of the Office has been implemented in the current biennium through the addition of four new and one inward redeployed regular budget posts.

Table 23.6 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To provide leadership and management support to Member States and to achieve implementation of legislative mandates.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Programme of work is effectively managed	(a) Timely delivery of outputs and services *Performance measures* (Percentage of output delivered within the established deadline) 2004-2005: 88 per cent Estimate 2006-2007: 90 per cent Target 2008-2009: 91 per cent
(b) Timely recruitment and placement of staff	(b) Reduction in the average number of days a Professional post remains vacant *Performance measures* 2004-2005: not available Estimate 2006-2007: 300 days Target 2008-2009: 250 days
(c) Identification of emerging human rights issues that require attention by Member States	(c) Increased number of cases where issues raised by Special Procedures Mandate Holders result in substantive responses from Member States

	Performance measures 2004-2005: not available Estimate 2006-2007: 575 responses Target 2008-2009: 640 responses
(d) Enhanced policy coherence in the management of human rights activities of the United Nations	(d) Increase in the number of activities carried out in collaboration with other entities *Performance measures* 2004-2005: 33 activities Estimate 2006-2007: 54 activities Target 2008-2009: 68 activities
(e) Improved geographical representation and gender balance of staff	(e) (i) Increased percentage of staff recruited from unrepresented and underrepresented Member States in OHCHR *Performance measures* 2004-2005: not available Estimate 2006-2007: 5 per cent increase Target 2008-2009: 10 per cent increase (ii) Percentage of women at the Professional level and above for appointments of one year or more maintained at 50 per cent or more *Performance measures* 2004-2005: not available Estimate 2006-2007: maintenance at 50 per cent or more Target 2008-2009: maintenance at 50 per cent or more
(f) Increased timeliness of submission of documentation	(f) Increased percentage of pre-session documents submitted in accordance with the required deadline *Performance measures* 2004-2005: 32.4 per cent (35 of 108) Estimate 2006-2007: 23.7 per cent (23 of 97) Target 2008-2009: 34.7 per cent (33 of 95)

(g) Deployment of human rights officers at short notice to contribute to the prevention of the continuation of human rights violations in accordance with the mandate of the High Commissioner for Human Rights	(g) Increased number of fact-finding missions, investigations, commissions of inquiry initiated or supported by OHCHR at short notice, financed from all sources *Performance measures* 2004-2005: not available Estimate 2006-2007: 9 Target 2008-2009: 12
(h) Increased exposure to and awareness of OHCHR activities among rights holders	(h) (i) Increased number of media, by outlet and by country, carrying OHCHR op-ed articles *Performance measures* 2004-2005: not available Estimate 2006-2007: 84 newspapers in 45 countries Target 2008-2009: 92 newspapers in 49 countries (ii) Increased number of hits on the Media Centre pages of OHCHR website *Performance measures* 2004-2005: not available Estimate 2006-2007: 150,000 hits Target 2008-2009: 165,000 hits

Outputs

23.46 During the biennium, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) Substantive servicing of meetings: General Assembly: substantive servicing of meetings of the Third Committee (84), the Fourth Committee (4) and the Fifth Committee (4);

(ii) Parliamentary documentation: issuance of internal policy guidelines and directives related to the implementation of the Strategic Framework and the Strategic Management Plan; development and implementation of communication strategies in support of the priority themes of the OHCHR Strategic Management Plan for the 2008-2009 biennium;

(b) Other substantive activities:

(i) Exhibits, guided tours, lectures: photographic/art exhibits and briefings on the work of OHCHR;

(ii) Booklets, fact sheets, wallcharts, information kits: maintenance of relations with media representatives and regular provision of material for publication by media; production of public information campaign materials, including posters, press and information kits; liaison with civil society; updated OHCHR handbook for non-governmental organizations;

(iii) Special events: benefit event;

(iv) Audio-visual resources: production of video, audio and stills on various themes, including the annual Human Rights Day and the sixtieth anniversary of the Universal Declaration of Human Rights in 2008;

(v) Technical material: production of content for and maintenance of the public information sections of the OHCHR website and the Intranet;

(vi) Contribution to joint outputs: facilitation of inter-agency cooperation on human rights issues;

(c) Administration and oversight services: monitoring implementation of resolutions and decisions of the Human Rights Council, Economic and Social Council and the General Assembly in the area of human rights; coordination, review and clearance of OHCHR inputs and statements to major meetings, Executive Committees and departmental contributions to reports of the Secretary-General; ongoing review of selected aspects of the OHCHR programme of work.

Table 23.7 **Resource requirements**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Regular budget				
Post	9 182.2	11 591.6	37	42
Non-post	1 094.5	1 118.5	—	—
Subtotal	**10 276.7**	**12 710.1**	**37**	**42**
Extrabudgetary	5 744.6	6 702.9	30	21
Total	**16 021.3**	**19 413.0**	**67**	**63**

23.47 The amount of $11,591,600 for posts, reflecting an increase of $2,409,400, provides for: (a) the continuation of 35 posts (1 USG, 1 ASG, 1 D-2, 1 D-1, 19 Professional, and 11 General Service; (b) 4 new posts (1 D-1, 1 P-4 and 2 General Service (Principal level); and (c) inward redeployment of 3 posts (1 P-5 and 2 P-3). The increase in posts resources is a result of: (a) the delayed impact of posts (1 D-1, 1 P-5, 5 P-4, 2 P-3 and 1 General Service (Other level)) approved in the biennium 2006-2007; (b) the redeployment of (i) 1 P-5 and 1 P-3, established for the Legal Advocacy Unit in the biennium 2006-2007, from subprogramme 2, to carry out legal advice and advocacy functions in the Executive Office of the High Commissioner. The redeployment will have no impact on subprogramme 2 as the functions and responsibilities are transferred to Executive Direction and Management; (ii) 1 P-3 post from subprogramme 3 to the Office of the High Commissioner, New York Office, to support the work in the area of the rule of law, which was carried out as an interim measure during the current biennium; (c) the establishment of 4 posts as of 1 January 2009 to further strengthen the management capacity of the Executive Office of the High Commissioner, consisting of 1 D-1 post for a Chief of Staff to head the Executive Office of the High

Commissioner and 2 new General Service (Principal level) posts to serve as Personal/Administrative Assistants to the High Commissioner and/or Deputy High Commissioner; and 1 P-4 Human Rights Officer post to strengthen the New York Office in the rule of law area since main counterparts in the United Nations system are based in New York.

23.48 Non-post resources totalling $1,118,500, representing a net increase of $24,000, provides for, inter alia, general temporary assistance, consultants and experts, travel of staff, contractual services and other operational requirements.

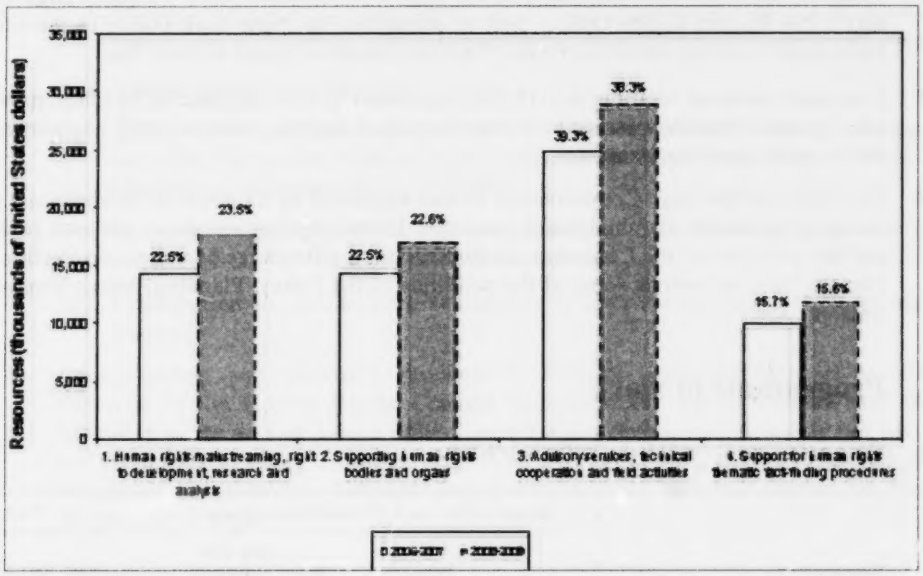
23.49 The Office of the High Commissioner is also supported by 21 posts (18 Professional and 3 General Service) funded by extrabudgetary resources. Extrabudgetary resources are used primarily to carry out the activities of the Communications Section, the Resource Mobilization Section and the Civil Society Unit, as well as some of the activities of the Policy, Planning, Monitoring and Evaluation Section.

C. Programme of work

Table 23.8 **Resource requirements by subprogramme**

	Resources (thousands of United States dollars)		*Posts*	
Subprogramme	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
1. Human rights mainstreaming, right to development, research and analysis	14 188.8	17 711.6	47	53
2. Supporting human rights bodies and organs	14 224.0	17 033.3	56	66
3. Advisory services, technical cooperation and field activities	24 801.0	28 855.7	82	86
4. Support for human rights thematic fact-finding procedures	9 913.3	11 740.6	24	32
Subtotal	**63 127.1**	**75 341.2**	**209**	**237**
Extrabudgetary	140 838.3	160 642.9	344	612
Total	**203 965.4**	**235 984.1**	**553**	**849**

Regular budget resource requirements by subprogramme



Subprogramme 1
Human rights mainstreaming, right to development, research and analysis

Resource requirements (before recosting): $17,711,600

23.50 The subprogramme is under the responsibility of the Research and Right to Development Division. The programme of work has been formulated by drawing upon subprogramme 1 of programme 19 of the biennial programme plan and priorities for the period 2008-2009.

23.51 The subprogramme will continue to advance the promotion and protection of human rights and to ensure the High Commissioner's leadership role in pursuing cooperation within the United Nations system for the integration of all human rights into its development, humanitarian, peace and security, governance and rule of law programmes and activities, in order to contribute to the full and effective implementation of international human rights standards by States. Special attention will continue to be paid to the mainstreaming of the right to development with a view to ensuring that it is global in its reach and that effective support is provided to strengthening the global partnership for development between Member States, development agencies and the international development, financial and trade institutions in accordance with General Assembly resolution 60/157. The Office of the High Commissioner will contribute to removing obstacles to the implementation of international human rights standards, by increasing knowledge, awareness and understanding of human rights issues through research and analysis. The subprogramme will continue its advocacy for the indivisibility, interdependence and interrelatedness of all human rights by, inter alia, developing and consolidating partnerships within and outside the United Nations for strengthening national capacities in the areas of the rule of law, democracy and good governance; a human rights approach to development, counterterrorism and to anti-trafficking measures. Strengthened support will continue to be given to the ongoing work in the areas of anti-discrimination, enjoyment of all human rights by vulnerable and disadvantaged sectors of society,

effective implementation of Millennium Development Goals, economic, social and cultural rights, methodology development and training.

(a) Human rights mainstreaming

Table 23.9 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To advance the promotion and protection of human rights and to further integrate human rights and their gender dimension into all relevant areas of work of the United Nations system.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Integration of human rights aspects into development, humanitarian, peace and security, governance and rule of law programmes and activities of the United Nations system	(a) Increased number of United Nations projects and activities that further integrate human rights *Performance measures* 2004-2005: 33 projects and activities Estimate 2006-2007: 40 projects and activities Target 2008-2009: 50 projects and activities
(b) Strengthened capacity of the United Nations system, in particular United Nations country teams, to further integrate human rights into their respective programmes and activities, and to assist Member States, at their request, in building and strengthening national human rights promotion and protection capacities	(b) Increased number of United Nations projects, activities and common country programming documents that further integrate human rights *Performance measures* 2004-2005: not applicable Estimate 2006-2007: 15 documents Target 2008-2009: 30 documents
(c) Wider knowledge within the entire United Nations system, including United Nations country teams, of relevant human rights issues and their gender dimension	(c) Increased number of Resident and Humanitarian Coordinators, Special Representatives of the Secretary-General, other senior officials and country teams trained and advised by OHCHR *Performance measures* 2004-2005: 20 participants Estimate 2006-2007: 40 participants Target 2008-2009: 60 participants

External factors

23.52 The subprogramme is expected to achieve its objectives and expected accomplishments on the assumption that there will be willingness and capacity of United Nations offices, programmes, funds and specialized agencies to integrate human rights into their programmes and activities.

Outputs

23.53 During the biennium, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) Human Rights Council:

a. Substantive servicing of meetings dedicated to human rights mainstreaming (4);

b. Parliamentary documentation: analytical reports in the area of human rights mainstreaming (2);

(ii) Subcommission on the Promotion and Protection of Human Rights: parliamentary documentation: studies/working papers/reports in the area of human rights mainstreaming (1);

(b) Other substantive activities (regular budget):

(i) Non-recurrent publications: training materials, guidelines and other tools on human rights for peacekeeping personnel and United Nations civilian police; learning packages and guidelines on human rights protection and compilations of best practices;

(ii) Booklets, fact sheets, wallcharts and information kits (15): production of tools and training materials on strengthening national protection systems in accordance with action 2 of the reform programme of the Secretary-General (resolution 59/196, para. 11); on national capacity-building in the field of the administration of justice, particularly in post-conflict situations (resolution 57/221) and on the establishment and functioning of transitional justice mechanisms in post-conflict situations (resolution 60/159);

(iii) Promotion of legal instruments: provision of expert advice to United Nations entities as well as to Member States, at their request on: strengthening national human rights promotion and protection capacities; the integration of human rights aspects into development, humanitarian, peace and security, governance and rule of law programmes and activities;

(iv) Development of methodological tools in the areas of human rights protection, institution-building and education; to facilitate the integration of human rights aspects into United Nations policies, programmes and activities for development, peace and security, rule of law, governance and humanitarian assistance, and to facilitate, where appropriate, the advancement of the practical applications of rights-based approaches to all the aforementioned areas (10);

(c) Technical cooperation (regular budget/extrabudgetary):

(i) Training courses, seminars and workshops: training courses for relevant United Nations entities on strengthening national human rights promotion and protection capacities and the use of tools and training materials (6); training courses for peacekeeping personnel in line with Security Council resolutions 1296 (2000), 1325 (2000) and 1379 (2001) (8);

(ii) Seminars and workshops on the development of guidelines and tools for peacekeeping personnel (2), the development of best practices on access to justice and transitional justice and guidelines and tools on rule of law issues (8) and human rights protection for OHCHR, United Nations peace operations and other entities (4).

(b) Right to development

Table 23.10 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To advance the promotion and protection of the right to development.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Further integration of the promotion and protection of the right to development in global partnerships for development and, as appropriate, into the policies and operational activities of relevant actors at all levels	(a) Increased number of partnerships agreed to and applying specific criteria for the assessment of global development partnerships from the perspective of the right to development *Performance measures* 2004-2005: not available Estimate 2006-2007: 2 partnerships Target 2008-2009: 5 partnerships
(b) Enhanced awareness, knowledge and understanding of the right to development at all levels	(b) Increased number of activities, analytical papers and information materials, organized or made available by OHCHR within and outside the United Nations in contribution to increasing knowledge, awareness and understanding of the realization of the right to development *Performance measures* 2004-2005: 19 documents Estimate 2006-2007: 20 documents Target 2008-2009: 25 documents

External factors

23.54 Significant external factors that may affect the achievement of the expected accomplishments are the dynamics of the debate in the international bodies related to the right to development and the capacity and willingness of stakeholders to cooperate.

Outputs

23.55 During the biennium, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) General Assembly: parliamentary documentation: analytical reports in the area of the right to development (2);

(ii) Human Rights Council:

a. Substantive servicing of meetings dedicated to the right to development (4);

b. Parliamentary documentation: report of the Working Group on the Right to Development (2) and of the high-level task force on the implementation of the right to development (2); analytical reports in the area of the right to development (2);

(iii) Subcommission on the Promotion and Protection of Human Rights:

a. Substantive servicing of meetings on the right to development (2);

b. Parliamentary documentation: reports/studies/working papers in the area of the right to development (10);

(iv) Working Group on the Right to Development: substantive servicing of meetings: high-level task force on the implementation of the right to development (20);

(b) Other substantive activities (regular budget):

(i) Booklets, fact sheets, wallcharts and information kits (20): learning packages on mainstreaming the right to development, including in national development strategies, such as poverty reduction strategy papers, national Millennium Development Goals strategies and United Nations development frameworks; compilations of best practices; awareness-raising tools and kits (brochures, posters, etc.); booklets of frequently asked questions;

(ii) Promotion of legal instruments: provision of expert advice to Member States, at their request, United Nations entities and others on the implementation of the right to development; support to the Working Group and high-level task force on the implementation of the right to development on the application of the criteria for the assessment of global development partnerships from the perspective of the right to development.

(c) Research and analysis

Table 23.11 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To contribute to removing obstacles to the implementation of international human rights standards based on an analysis of human rights problems and challenges and through the development and application of expertise on human rights themes and methodologies by increasing knowledge, awareness and understanding of human rights issues through research and analysis.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Strengthened respect for the enjoyment of all human rights and fundamental freedoms by everyone, inter alia, by combating discrimination against groups including but not limited to women, children, persons belonging to minorities, indigenous peoples, persons with disabilities, persons affected by HIV/AIDS, migrants, victims of trafficking and victims of involuntary disappearances	(a) Increased number of activities and measures taken to promote and protect the enjoyment of human rights by members of those groups *Performance measures* 2004-2005: 21 activities and measures Estimate 2006-2007: 32 activities and measures Target 2008-2009: 54 activities and measures

(b) Strengthened efforts that contribute to the elimination of racism, racial discrimination, xenophobia and related intolerance	(b) Increased number of measures taken to eliminate racism, racial discrimination, xenophobia and related intolerance *Performance measures* 2004-2005: 16 measures Estimate 2006-2007: 18 measures Target 2008-2009: 20 measures
(c) Enhanced contribution of OHCHR to the effective implementation of the Millennium Development Goals	(c) Increased number of activities and measures undertaken in contribution to the effective implementation of the Millennium Development Goals *Performance measures* 2004-2005: 13 measures and activities Estimate 2006-2007: 20 measures and activities Target 2008-2009: 30 measures and activities
(d) Enhanced legal protection and advocacy for the implementation of all human rights, including economic, social and cultural rights, including at the country level	(d) Increased number of activities and measures undertaken in strengthening legal protection and advocacy in implementing all human rights including economic, social and cultural rights *Performance measures* 2004-2005: 11 measures and activities Estimate 2006-2007: 15 measures and activities Target 2008-2009: 25 measures and activities
(e) More effective United Nations assistance to Member States and other stakeholders, at their request, in strengthening the rule of law and democracy mechanisms for the protection of all human rights	(e) Increased number of activities and measures undertaken in strengthening the rule of law and democracy mechanisms for the protection of all human rights *Performance measures* 2004-2005: 12 measures and activities Estimate 2006-2007: 36 measures and activities Target 2008-2009: 48 measures and activities
(f) Enhanced methodological expertise to implement human rights activities and to provide advice and assistance to Governments and partners within and outside the United Nations system	(f) Increased number of methodological and operational guidelines and tools developed for the realization of human rights *Performance measures* 2004-2005: 16 guidelines and tools Estimate 2006-2007: 31 guidelines and tools Target 2008-2009: 48 guidelines and tools

(g) Enhanced capacity of OHCHR to provide training and advice to promoting human rights compliance and with a view to protecting rights-holders at the national level	(g) Increased number of advice and training activities provided by OHCHR and its partners, as appropriate, in relevant substantive area *Performance measures* 2004-2005: 25 training activities Estimate 2006-2007: 40 training activities Target 2008-2009: 50 training activities

External factors

23.56 Significant external factors that may affect the achievement of the expected accomplishments are the dynamics of the debate in the international bodies acting in the relevant areas and the capacity and willingness of stakeholders to cooperate.

Outputs

23.57 During the biennium, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) General Assembly: parliamentary documentation: analytical reports in the areas of rule of law and democracy (13); racism, racial discrimination, xenophobia and related intolerance (4); indigenous peoples and minorities (2); the World Programme for Human Rights Education (2); and other thematic issues (11);

(ii) Economic and Social Council: parliamentary documentation: reports to the Permanent Forum on Indigenous Issues on activities undertaken by OHCHR to promote the rights of indigenous people (2);

(iii) Human Rights Council:

a. Substantive servicing of meetings: plenary meetings (92) and meetings of its working groups as follows: Intergovernmental Working Group on the effective implementation of the Durban Declaration and Programme of Action (40); Working Group of Experts on People of African Descent (40); Open-ended Working Group on an optional protocol to the International Covenant on Economic, Social and Cultural Rights (40);

b. Parliamentary documentation: analytical reports in the areas of rule of law and democracy (23); economic, social and cultural rights (7); racism, racial discrimination, xenophobia and related intolerance (12); indigenous peoples and minorities (5); the World Programme for Human Rights Education (2); other thematic issues (21); reports of the open-ended working group to consider options regarding the elaboration of a draft optional protocol to the International Covenant on Economic, Social and Cultural Rights (2); recommendations adopted by the independent eminent experts on the implementation of the Durban Declaration and Programme of Action (2); reports of the Intergovernmental Working Group on the effective implementation of the Durban Declaration and Programme of Action (2); reports of the Working Group of Experts on People of African Descent (4); report of the Independent Expert on Human Rights and International Solidarity (2); reports of the Special Representative of the Secretary-General on the

responsibilities of transnational corporations and related business enterprises with regard to human rights (2);

c. Other services: provision of substantive servicing to the special representatives and independent experts (2);

(iv) Subcommission on the Promotion and Protection of Human Rights:

a. Substantive servicing of meetings: plenary meetings (58); the Social Forum (6); the sessional working group on the administration of justice (6); the Working Group on Contemporary Forms of Slavery (20); the Working Group on Minorities (20); the Working Group on Indigenous Populations (20); the sessional working group on the working methods and activities of transnational corporations (6); the sessional Working Group to elaborate principles and guidelines for the protection of human rights when combating terrorism (6); meetings of the Board of Trustees of the United Nations Voluntary Trust Fund on Contemporary Forms of Slavery (20) and the Voluntary Fund for Indigenous Populations (20);

b. Parliamentary documentation: reports of the Social Forum (2); the Working Group on Contemporary Forms of Slavery (2); the Working Group on Indigenous Populations (2); the Working Group on Minorities (2); the sessional working group on the administration of justice (2); the sessional working group on the working methods and activities of transnational corporations (2); and the sessional working group to elaborate principles and guidelines for the protection of human rights when combating terrorism (2); reports, working papers and studies on various thematic issues considered by the Subcommission (43);

c. Other services: provision of substantive servicing to special rapporteurs of the Subcommission (8);

(b) Ad hoc expert groups: five independent experts on the implementation of the Durban Declaration and Programme of Action, mandated by the General Assembly in its resolution 56/266 (20);

(c) Other substantive activities (regular budget):

(i) Non-recurrent publications: CD-ROM entitled "Human Rights" (1); fact sheets (8) on discrimination against women: the Convention and the Committee (revision), enforced or involuntary disappearances (revision), human rights and disability, international humanitarian law and human rights (revision), national institutions for the promotion and protection of human rights (revision), the right to adequate housing (revision), the right to health, the rights of indigenous peoples (revision) and the rights of the child (revision); professional training series (6): including Human Rights and Elections: A Handbook on the Legal, Technical and Human Rights Aspects of Elections (revision); *Human rights reporting* (revision); National Human Rights Institutions: A Handbook on the Establishment and Strengthening of National Institutions for the Promotion and Protection of Human Rights (revision); Handbook on the International Convention on the Rights of Persons with Disabilities; reference material (6); special issue papers (6); United Nations guide series (2); tools and materials on the implementation of economic, social and cultural rights and awareness-raising materials on economic, social and cultural rights (20); on women's rights (5); online training course on the human rights responsibilities of corporations (2);

(ii) Promotion of legal instruments: provision of expert advice on the implementation of economic, social and cultural rights and on the promotion, protection and mainstreaming of women's rights;

(iii) Booklets, fact sheets, wallcharts, information kits (30): management of the human rights information desk and dissemination of human rights documents and materials; tools and materials on the implementation of economic, social and cultural rights; preparation of awareness-raising materials on economic, social and cultural rights (brochures, posters, kits, etc.); booklets on frequently asked questions; tools and materials on the implementation of women's rights; preparation of awareness-raising materials on women's rights (brochures, posters, kits, etc.); booklets on frequently asked questions; tools and materials on the implementation of rights relating to minorities and indigenous peoples; preparation of awareness-raising materials on the same issues (brochures, posters, kits, etc.); booklets on frequently asked questions; tools and material on issues related to the fight against racism and racial discrimination;

(d) Technical cooperation (regular budget/extrabudgetary):

(i) Training courses, seminars and workshops: seminars on indigenous rights (5); major contributions to seminars for outside users organized by the OHCHR secretariat and other seminars (10); best practices in promotion, protection and mainstreaming of women's rights (5); strengthening protection of victims of trafficking and awareness-raising: seminars, workshops and training courses on economic, social and cultural rights (8); on HIV/AIDS and human rights (4); on human rights and persons with disabilities (4); on strengthening the rule of law and democracy mechanisms (4); on racism, racial discrimination, xenophobia and related intolerance (8);

(ii) Fellowships and grants: grant to human rights education efforts carried out at the local level by community-based organizations through the "Assisting Communities Together" project (165); implementation of the Indigenous and Minorities Fellowship Programmes (20).

Table 23.12 **Resource requirements: subprogramme 1**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Regular budget				
Post	11 531.4	15 042.7	47	53
Non-post	2 657.4	2 668.9	—	—
Subtotal	**14 188.8**	**17 711.6**	**47**	**53**
Extrabudgetary	17 875.7	20 599.1	30	46
Total	**32 064.5**	**38 310.7**	**77**	**99**

23.58 The amount of $15,042,700 for post resources reflecting an increase of $3,511,300 provides for: (a) the continuation of 47 posts (1 D-2, 1 D-1, 39 Professional and 6 General Service (Other level)); (b) 5 new posts (1 D-1, 2 P-4 and 2 General Service (Other level)); and (c) the inward redeployment of 1 General Service (Other level) post. The increase in post resources is the result of: (a) the delayed impact of 18 posts (1 D-2, 3 P-5, 10 P-4, 3 P-3 and 1 General Service (Other

level)) approved in the 2006-2007 biennium; (b) the inward redeployment of one General Service (Other level) post from the Office of the High Commissioner to provide support to the work of the Director of the Research and Right to Development Division and the proposed five new posts. The new posts are proposed to further strengthen the overall management capacity of OHCHR and consists of:

(i) as of 1 January 2008: one new P-4 post for a Human Rights Officer to assist with the rapid increase in the workload and the growing need for research and analysis proposed;

(ii) as of 1 January 2009: one new D-1 post for the Chief of Rule of Law, Equality and Non-Discrimination Branch and one new General Service (Other level) post to provide secretarial assistance to the Chief of the Rule of Law, Equality and Non-Discrimination Branch; and one new P-4 post for a Human Rights Officer to lead the research work on global partnerships for development.

23.59 Non-post resources totalling $2,668,900, reflecting a net increase of $11,500, include consultants and ad hoc expert groups, travel of representatives and staff, supplies and materials, in particular library materials and subscriptions for the specialized Documentation Centre, and seminars and workshops. The net increase of $11,500 is due to increased requirements for travel of representatives, in particular for the effective implementation of the Durban Declaration and Programme of Action, offset by reduced requirements, inter alia, for other staff costs for activities mandated by the Human Rights Council and for consultants and ad hoc expert groups based on expenditure patterns.

23.60 The subprogramme is also supported by 46 posts (36 Professional and 10 General Service (Other level)) funded by extrabudgetary resources. Extrabudgetary resources available under the Trust Fund for Support to the Activities of the Centre for Human Rights will continue to be used during the biennium 2008-2009 to complement resources for the achievement of the objectives of subprogramme 1, in particular the following outputs: parliamentary documentation; substantive servicing of meetings; other substantive activities; provision of expert advice; and technical cooperation in areas under the responsibility of the subprogramme. Such resources will continue to play an important role in the implementation of the programme of work, in particular by developing conceptual linkages between human rights and development through research and analysis, in developing practical tools that assist other United Nations agencies and programmes in integrating human rights into their activities and for the implementation of the right to development at the national level and in applying expertise on human rights themes and methodologies to increase knowledge, awareness and understanding of human rights issues.

23.61 Extrabudgetary resources available under the Voluntary Trust Fund on Contemporary Forms of Slavery will facilitate the implementation of General Assembly resolution 46/122 by providing financial assistance to representatives of non-governmental organizations from different regions that deal with issues of contemporary forms of slavery to enable them to participate in the deliberations of the Working Group on Contemporary Forms of Slavery and by extending, through established channels of assistance, humanitarian, legal and financial aid to individuals whose human rights have been violated as a result of contemporary forms of slavery. In the biennium 2008-2009, such resources will be used for the allocation of travel and project grants and for the annual sessions of the Board of Trustees of the Fund.

23.62 Extrabudgetary resources available under the Voluntary Fund for Indigenous Populations, in accordance with General Assembly resolutions 40/131, 50/156 and 56/140, provide assistance to representatives of indigenous organizations and communities around the world so that they can attend the sessions of the Working Group on Indigenous Populations and the Permanent Forum on Indigenous Issues to enable them to have an impact on the overall programme of work by

contributing towards enhanced legal protection and advocacy for the implementation of all human rights and towards strengthened respect for the enjoyment of all human rights and fundamental freedoms by everyone. Such resources will also be used for the allocation and payment of travel grants and the holding of the annual sessions of the Board of Trustees.

Subprogramme 2
Supporting human rights bodies and organs

Resource requirements (before recosting): $17,033,300

23.63 The subprogramme is under the responsibility of the Human Rights Council and Treaties Division. The programme of work has been formulated drawing upon subprogramme 2 of programme 19 of the biennial programme plan for the period 2008-2009. The subprogramme has assumed responsibility for the servicing of the Committee on the Elimination of Discrimination Against Women and the Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, a new body established in accordance with paragraph 1, article 2, of the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.

23.64 The subprogramme will further the enjoyment and protection of human rights by providing substantive support and advice to the Human Rights Council and other United Nations human rights bodies and organs, as well as by increasing the knowledge and awareness of the international human rights machinery among national and international actors. The substantive and technical assistance to intergovernmental bodies, including the Human Rights Council and its subsidiary and expert mechanisms, is provided through coordinated support for the improvement, rationalization and streamlining of human rights procedures, as well as engagement with Governments, experts, special procedures mandate holders, specialized agencies, other international organizations, national institutions and non-governmental organizations. OHCHR also continues to provide substantive and technical support, including analytical capacity, to human rights treaty bodies for the review of State party reports on the conduct of country visits where provided for in the treaty or upon the request of States, and for the processing of individual complaints so that recommendations are more readily implementable. Follow-up to treaty body recommendations and decisions in cooperation with other relevant OHCHR branches is an integral part of the activities under this subprogramme. OHCHR will support the efforts of the human rights treaty bodies to harmonize and improve their working methods as well as their efforts to assist requesting States parties in the effective implementation of international human rights standards and compliance with their treaty commitments. It will also promote, together with the other relevant branches of OHCHR and with United Nations agencies, non-governmental organizations, national human rights institutions and the media, awareness and knowledge of all international human rights treaties, including their ratification. Subprogramme 2 will continue to enhance, in partnership with other branches of OHCHR, cooperation with stakeholders at all levels who can benefit from and/or contribute to the work of the treaty bodies. The streamlining and more effective coordination of OHCHR documentation are also part of the responsibilities of this subprogramme.

Table 23.13 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To further the enjoyment and protection of human rights by providing substantive support and advice to the Human Rights Council and other United Nations human rights bodies and organs, as well as by increasing the knowledge and awareness of the international human rights machinery among national and international actors.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Timely delivery of required substantive and technical support to intergovernmental bodies, in particular to the Human Rights Council and its subsidiary and expert mechanisms	(a) (i) Increased timely availability of documents and prompt provision of substantive and technical support to the intergovernmental machinery and its subsidiary mechanisms in compliance with relevant rules and regulations for issuance of documentation, through the use of new information technology facilities and tools *Performance measures* (Percentage of pages submitted on time) 2004-2005: not available Estimate 2006-2007: 45.5 per cent Target 2008-2009: 50 per cent (ii) Increased amount of positive feedback received from Member States as a result of the substantive advice provided by the Secretariat to the organs concerned *Performance measures* (Number of Member States on the Human Rights Council expressing satisfaction) 2004-2005: not available Estimate 2006-2007: 24 Member States (50 per cent of the membership) (baseline) Target 2008-2009: 28 Member States (60 per cent of the membership)
(b) Timely delivery of required substantive support to States parties related to their participation in more streamlined and harmonized reporting procedures before treaty bodies	(b) Increased number of instances in which treaty bodies considered States parties' reports based on the streamlined and harmonized reporting procedure

	Performance measures 2004-2005: not available Estimate 2006-2007: 3 States parties' reports Target 2008-2009: 6 States parties' reports
(c) Enhanced awareness, knowledge and understanding of treaty body outputs among national and international actors, including through new and effective methods of dissemination such as better use of the Internet	(c) Increased number of national and international actors at all levels making use of treaty body recommendations and decisions with the support of OHCHR *Performance measures* (References by national and international actors at all levels to treaty body recommendations and decisions) 2004-2005: not available Estimate 2006-2007: 50 references Target 2008-2009: 75 references
(d) Timely delivery of required substantive and other support to treaty bodies in order to ensure that their recommendations emanating from the review of States parties' reports are implementable, including as a result of country visits and consideration of individual complaints, where required by treaty bodies	(d) Increased number of activities and measures undertaken to strengthen treaty body recommendations and decisions *Performance measures* 2004-2005: not available Estimate 2006-2007: 9 activities and measures Target 2008-2009: 15 activities and measures
(e) Enhanced cooperation with stakeholders at all levels who can benefit from and/or contribute to the work of treaty bodies, including in follow-up to treaty body recommendations	(e) Increased number of activities and measures undertaken in cooperation with stakeholders at all levels, including in follow-up to treaty body recommendations *Performance measures* 2004-2005: not available Estimate 2006-2007: 2 activities and measures Target 2008-2009: 4 activities and measures

External factors

23.65 Significant external factors that may affect the achievement of the expected accomplishments are the cooperation of other United Nations bodies, organs and external parties and decisions of States parties and treaty-mandated bodies.

Outputs

23.66 During the biennium, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) General Assembly: parliamentary documentation: report of the Committee on the Elimination of Discrimination against Women to the General Assembly: supplement (2); reports of the Subcommittee on Prevention of Torture (2); report on the status of the Convention on the Elimination of All Forms of Discrimination against Women to the General Assembly (1); reports on the status of the International Convention on the Elimination of All Forms of Racial Discrimination (2); report of the Committee on the Rights of the Child (1); reports of the Committee against Torture (2); reports of the Committee on the Elimination of Racial Discrimination (2); reports of the Human Rights Committee (2); reports of the Human Rights Council (2); reports of the meetings of persons chairing the human rights treaty bodies (2); reports on the United Nations Voluntary Fund for Victims of Torture (2); reports on the effective implementation of international instruments on human rights, including reporting obligations under international instruments on human rights (2); reports on the financial situation of the Committee on the Elimination of Racial Discrimination (2);

(ii) Economic and Social Council: parliamentary documentation: reports of the Committee on the Elimination of Discrimination against Women to the Economic and Social Council (2); reports of the Committee on Economic, Social and Cultural Rights (2); reports on the election of nine members of the Committee on Economic, Social and Cultural Rights (2);

(iii) Human Rights Council:

a. Substantive servicing of meetings: meetings of the independent eminent experts on follow-up to the World Conference against Racism (20); intersessional and post-session meetings of the Bureau of the Human Rights Council (40); meetings of the Intergovernmental Working Group on the effective implementation of the Durban Declaration and Programme of Action (40); meetings of the Open-ended Working Group on an optional protocol to the International Convention on Economic, Social and Cultural Rights (40); meetings of the Working Group of Experts on People of African Descent (40); meetings of the independent eminent experts on follow-up to the World Conference against Racism (40); meetings of the Human Rights Council in relation to the universal periodic review mechanism (60); plenary meetings (100);

b. Parliamentary documentation: annotation to the provisional agendas of the Human Rights Council (8); reports of government replies to the Commission on Human Rights (8); reports of statements made by non-governmental organizations to the Commission on Human Rights (8); number of countries reviewed under the Universal Periodic Review mechanism: for each, preparation of relevant country information (100); report of the United Nations Voluntary Fund for Victims of Torture (2); reports on the status of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (2); reports on the status of the Convention on the Rights of the Child (2); reports on the status of the International Covenants on Human Rights (2); statistical reports (8); reports of the Working Group on Communications (2); reports of the Working Group on Situations (2); reports on confidential lists of communications concerning human rights (2); the universal periodic review (2); reports of the Subcommission to the

Commission on Human Rights (expert advice body) (2); reports on the effective implementation of international instruments on human rights, including reporting obligations under international instruments on human rights (2);

(iv) Meeting of States Parties to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families:

a. Substantive servicing of meetings: plenary (2);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the States parties (2);

(v) Meeting of States Parties to the International Convention on the Elimination of All Forms of Racial Discrimination:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the States parties (2);

(vi) Meeting of States Parties to the Convention on the Rights of the Child:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the States parties (2);

(vii) Meeting of States Parties to the Convention on the Elimination of All Forms of Discrimination against Women:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: declarations, reservations, objections and notifications of withdrawal of reservations related to the Convention (1); preparatory reports for the meeting of States parties to the Convention, as requested (1); report of the meeting of States parties to the Convention (1);

(viii) Meeting of States Parties to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the States parties (2);

(ix) Meeting of States Parties to the International Covenant on Civil and Political Rights:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: reports of the Secretary-General for consideration by States parties (2);

(x) Meeting of States Parties to the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: two reports of the Secretary-General for consideration by States parties (2);

(xi) Commission on the Status of Women: parliamentary documentation: note of the Secretary-General transmitting the results of CEDAW (Convention article 21.2) to the Commission on the Status of Women (2);

(xii) Human Rights Committee:

a. Substantive servicing of meetings: pre-sessional working group (60); plenary meetings of the Human Rights Committee (180);

b. Parliamentary documentation: individual communications under the first optional protocol to the International Covenant on Civil and Political Rights: decisions or views (100); concluding observations on State reports (25); lists of issues relating to country reports (25); reports on follow-up to communications under the first optional protocol to the Covenant on Civil and Political Rights (6); general comments (2);

(xiii) Committee on the Rights of the Child:

a. Substantive servicing of meetings: plenary meetings (180); pre-sessional working group meetings (60);

b. Parliamentary documentation: reports on the Optional Protocol to the Convention on the Rights of the Child (sale of children) (12); reports on the Optional Protocol to the Convention on the Rights of the Child (armed conflict) (12); concluding observations on State reports (36); lists of issues relating to all country reports (including optional protocols) (50); general comments (5);

(xiv) Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families:

a. Substantive servicing of meetings: plenary meetings of the Committee (40);

b. Parliamentary documentation: concluding observations on State reports (12); lists of issues (12);

(xv) Committee on the Elimination of Racial Discrimination:

a. Substantive servicing of meetings (120);

b. Parliamentary documentation: 11 reports relating to individual communications under article 14 of the International Convention on the Elimination of All Forms of Racial Discrimination (11); concluding observations on State reports (18); general comments (2); reports on follow-up to communications under article 14 of the Convention (4);

(xvi) Committee on the Elimination of Discrimination against Women:

a. Substantive servicing of meetings: plenary and chamber meetings of the Committee (60 per year) (120); working groups on the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (10 meetings per session for a total of 20 meetings per year) (40); three pre-session working groups (10 meetings per session for a total of 30 meetings per year) (60);

b. Parliamentary documentation: conference room paper on the report of the pre-session working group (3 reports annually) (6); decisions of the Committee under articles 2 and 8 of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (12); identification of trends in implementation of specific articles of the Convention to be decided on or specific

recommendations made by the Committee to assist it in its consideration of reports of States parties (1 report each session) (6); lists of issues and questions (38 reports annually) (76); reports as requested on the work of the Committee (1 report for each session) (6); status of submission of reports (1 per session) (6); ways and means of expediting the work of the Committee (1 report each session) (6);

(xvii) Committee against Torture:

a. Substantive servicing of meetings (120);

b. Parliamentary documentation: lists of issues relating to country reports (15); concluding observations on State reports (30); confidential reports relating to the inquiry procedure under article 20 of the Convention (4); reports on individual communications under article 22 of the Convention (60); reports on the results of inquiries into the alleged systematic practice of torture in States parties (4); general comments (2); reports on follow-up to individual communications under article 22 of the Convention (4);

(xviii) United Nations Voluntary Fund for Victims of Torture — Board of Trustees: substantive servicing of meetings (46);

(xix) Meetings of chairpersons of the human rights treaty bodies:

a. Substantive servicing of meetings (20);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the General Assembly (2); reports of the chairpersons of the human rights treaty bodies (2); reports on the working methods of the human rights treaty bodies relating to the State party reporting process (2); reports on the implementation of the recommendations of the inter-committee meetings and the meetings of chairpersons (2); recent reporting history (2);

(xx) Subcommittee for the Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment:

a. Substantive servicing of meetings (60);

b. Parliamentary documentation: follow-up reports (3); recommendations and observations on country visits (10); reports on its activities to the Committee against Torture (2);

(xxi) Committee on Economic, Social and Cultural Rights:

a. Substantive servicing of meetings: plenary (120); pre-sessional working group (40);

b. Parliamentary documentation: lists of issues relating to country reports (24); concluding observations (24); country profiles (36); three general comments (3);

(xxii) Working Group on Situations: substantive servicing of meetings (20);

(xxiii) Subcommission on the Promotion and Protection of Human Rights:

a. Substantive servicing of meetings: Working Group on Minorities (20); Working Group on Contemporary Forms of Slavery (20); Working Group on Indigenous Populations (20); Working Group on Communications (40); plenary meetings (40); meetings of the Social Forum (8);

b. Parliamentary documentation: annotations to the provisional agendas of the Subcommission on the Promotion and Protection of Human Rights (expert advice body) (8); reports of non-governmental organizations statements to the Subcommission on the Promotion and Protection of Human Rights (expert advice body) (2);

(xxiv) Working Group on the Right to Development: substantive servicing of meetings: high-level task force within the framework of the Working Group on the Right to Development (20); open-ended Working Group to monitor and review progress made in the promotion and implementation of the right to development (20);

(b) Other substantive activities (regular budget):

(i) Recurrent publications: *The Work of CEDAW* in CD-ROM format (2);

(ii) Fact-finding missions: assistance to the independent expert under the Council's complaint procedure (previously, the confidential procedure (resolution 1503);

(iii) Booklets, fact sheets, wallcharts, information kits: booklets, fact sheets, wallcharts, information kits, information brochures concerning activities of the treaty bodies;

(iv) Special events: briefings of new members of the Committees;

(v) Promotion of legal instruments: briefings of Member States and United Nations entities on procedural issues relating to the human rights treaty bodies (1); briefings for Member States and United Nations entities on procedural issues relating to the Human Rights Council and its subsidiary bodies and working groups (1); Committee against Torture — follow-up activities to the recommendations under article 22 of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (1); Committee against Torture — follow-up to reporting procedure (1); Committee on the Elimination of Racial Discrimination — follow-up activities to the opinions under article 14 of the Convention (1); Committee on the Rights of the Child — follow-up activities to the reporting procedure (1); follow-up to individual complaints at the country level under the First Protocol to the International Covenant on Civil and Political Rights (1); follow-up to the Committee on the Elimination of Discrimination against Women views under the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (1); formulation and implementation of projects (project management) (1); International Covenant on Civil and Political Rights — follow-up activities to reporting (1); migrant workers — follow-up activities to reporting (1); petitions case management (1); preparation of legal analysis/repertoire for the Committee on the Elimination of Discrimination against Women and translation of the same (1); preparation of legal analysis/repertoire for the Human Rights Committee, the Committee against Torture and the Committee on the Elimination of Racial Discrimination and translation of the same (1); processing of backlog of individual complaints addressed to the Human Rights Committee (Russian and Spanish) (1);

(vi) Documentation for inter-agency meetings: contribution to inter-branch activity;

(c) Technical cooperation (regular budget/extrabudgetary):

(i) Training courses, seminars and workshops: project on follow-up to treaty body recommendation (15); Treaties and Council Branch participation in training and seminars (1);

(ii) Field projects: advise United Nations country teams and help design human rights strategies;

(d) Conference services, administration, oversight (regular budget/extrabudgetary): evaluations: monitoring and evaluation of the projects funded by the United Nations Voluntary Fund for Victims of Torture.

Table 23.14 **Resource requirements: subprogramme 2**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Regular budget				
Post	13 606.4	16 310.1	56	66
Non-post	617.6	723.2	—	—
Subtotal	14 224.0	17 033.3	56	66
Extrabudgetary	19 782.9	20 752.0	25	23
Total	**34 006.9**	**37 785.3**	**81**	**89**

23.67 The amount of $16,310,100 for posts, reflecting an increase of $2,703,700, provides for (a) the continuation of 54 posts (1 D-2, 1 D-1, 36 Professional and 16 General Service (Other level)); (b) 11 new posts (1 D-1, 7 Professional and 3 General Service (Other level)); and (c) the inward redeployment of one General Service (Other level) post. Five of the continuing posts (2 P-4, 1 P-3, 1 P-2 and 1 General Service (Other level)) relate to the functions of the Committee on the Elimination of Discrimination against Women transferred from section 9, Economic and social affairs, to this section. The increase in post resources is the result of: (a) the delayed impact of 11 posts (1 D-2, 2 P-5, 1 P-4, 6 P-3 and 1 General Service (Other level)) approved in the biennium 2006-2007; and (b) the redeployment of 1 P-5 and 1 P-3 post in the Legal Advisory Unit to executive direction and management (the redeployment has no impact on the subprogramme, since it concerns the movement of functions and related posts to executive direction and management) and one General Service (Other level) post from the Office of the High Commissioner to provide support to the Director of the Human Rights Council and Treaties Division (the redeployment has no impact on the work of the Executive Office of the High Commissioner); and (c) the establishment of 11 new posts to further strengthen the overall management capacity of OHCHR and to provide the required support to the Human Rights Council. The new posts proposed as of 1 January 2008 would consist of: 1 new D-1 post for the Chief of the Human Rights Council Branch; 1 new P-4 post for a Human Rights Officer to provide support and to undertake substantive research, gather relevant information from United Nations and other sources, and act as a catalyst for all in-house efforts; 1 new General Service (Other level) post to provide the support in preliminary research work requested for the elaboration of analyses and compilations and general secretarial assistance; 1 new P-3 post for a Human Rights Officer to support each treaty body on a rotational basis in order to ensure that each is supported by a Professional post in addition to the Secretary of the Committee; 1 new P-3 Human Rights Officer post to provide support to the Subcommittee on the Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment; 1 new General Service (Other level) post to provide support as needed across the seven treaty bodies; 1 new General Service (Other level) post to provide assistance in the light of the increased requirements for documentation, management, conference and mission planning. The new posts proposed as of 1 January 2009 would consist of: 1 new P-5 post for the

Leader of the Universal Periodic Review Unit with the responsibility for coordinating the activities of the Unit; 1 new P-4 post for a Human Rights Officer to serve as Secretary of the Committee on the Rights of the Child, whose functions would include the provision of support to the treaty bodies established by international human rights treaties, which are activities of a perennial nature; 1 new P-4 post for a Human Rights Officer (Secretary of the Subcommittee); and 1 new P-4 post for a Human Rights Officer to serve as Secretary of the Committee on the Elimination of Racial Discrimination. The post supports treaty bodies established by international human rights treaties and are activities of a perennial nature.

23.68 Non-post resources totalling $723,200, reflecting a net increase of $105,600, would provide, inter alia, for general temporary assistance, consultants, travel of representatives and staff, and other operational requirements. The overall net increase of $105,600 reflects requirements mainly for independent experts under the human rights complaints mechanism, increased demand for services resulting from the increased number of treaty bodies and general operating expenses incurred during field missions.

23.69 The subprogramme is also supported by 23 posts (17 Professional and 6 General Service) funded by extrabudgetary resources.

23.70 Resources available under the Trust Fund for Support to the Activities of the Centre for Human Rights have been crucial to ensure enhanced coordination and synergy between the treaty bodies and strengthen their collaboration with stakeholders, including States parties, the United Nations specialized agencies and other bodies and non-governmental organizations. In addition, the training workshops financed from the resources will continue to enhance the implementation of the treaties as well as the recommendations of the treaty bodies contained in concluding observations and views. They will also provide a vehicle by which human rights consciousness at national levels can be raised through capacity-building for stakeholders. This, in turn, contributes to promotion and protection of the human rights of individuals. Participants in workshops are expected to continue to provide concrete information on the impact of the activities and how they contribute to legislative and policy change. The resources will also be used for continuation of the follow-up to the Secretary-General's study on violence against children and to promote the wide dissemination of the study and to give support to the first year of effective follow-up to its recommendations with an integrated approach that bridges the dimensions of public health, education, child protection and human rights.

23.71 Extrabudgetary resources available under the United Nations Voluntary Fund for Victims of Torture will facilitate the implementation of General Assembly resolution 36/151 to assist victims of torture and members of their families worldwide. In particular, the programme is expected to finance about 300 projects in over 60 countries and assist victims of torture and members of their families worldwide through medical, psychological, social, economic, legal and other forms of humanitarian assistance.

Subprogramme 3
Advisory services, technical cooperation and field activities

Resource requirements (before recosting): $28,855,700

23.72 The subprogramme is under the responsibility of Field Operations and Technical Cooperation Division. The programme of work has been formulated by drawing upon subprogramme 3 of programme 19 of the biennial programme plan for the period 2008-2009.

23.73 The subprogramme will focus on strengthening the implementation of international human rights standards at the national level. Specifically, subprogramme 3 will continue to develop and deliver

advisory services and technical assistance programmes at the national, subregional and regional levels, at the request of Governments, in order to build national infrastructures and enhance national capacities for human rights promotion and protection. OHCHR will enhance its partnerships with United Nations country teams and peacekeeping and peacebuilding missions in assisting the requesting countries in the development of national human rights protection systems guided by, inter alia, the recommendations of human rights treaty bodies and the human rights monitoring mechanisms of the Human Rights Council. This will be achieved through joint activities with United Nations offices or missions, the deployment of human rights officers and the provision of expert advice from Headquarters, regional and country offices, since technical cooperation activities have continued to grow from 1 in 1993 to 47 today. Subprogramme 3 will also continue to ensure efficient and effective functioning of the country-specific special procedures of the Human Rights Council and to provide prompt response to early signs of potential human rights emergencies.

Table 23.15 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To cooperate with countries in efforts to strengthen the implementation of international human rights standards at the national level, including through assistance to requesting States, support to national plans and capacity-building for human rights promotion and protection.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Enhanced capacity of the United Nations to assist States, at their request, in their effort to translate their international human rights obligations into effective laws, regulations and policies	(a) Increased positive feedback from Member States who benefited from OHCHR assistance in the area of legislative reforms *Performance measures* (Number of expressions of positive feedback from member States) 2004-2005: not available Estimate 2006-2007: 10 Target 2008-2009: 14
(b) Enhanced institutional capacity development at the national level, through engagement with requesting States, to meet the challenges to the full realization of human rights	(b) Increased number of institutions established or strengthened in the field of human rights at the national level through assistance and training provided by OHCHR *Performance measures* (Number of recognized national human rights institutions working in accordance with The Paris Principles) 2004-2005: 45 institutions Estimate 2006-2007: 50 institutions Target 2008-2009: 55 institutions

(c) Enhanced support of the OHCHR to human rights education and awareness-raising, including at the national level	(c) Increased number of institutionalized human rights training and education programmes for all relevant actors introduced at the national, subregional and regional levels, with the support of the United Nations human rights programme *Performance measures* 2004-2005: 7 institutionalized training and education programmes Estimate 2006-2007: 10 institutionalized training and education programmes Target 2008-2009: 14 institutionalized training and education programmes
(d) Enhanced capacity of United Nations country teams and United Nations peace missions to assist requesting countries in their effort to develop national human rights protection systems	(d) Increased number of programmes implemented by United Nations country teams and human rights components of United Nations peace missions in support of national human rights protection systems, in cooperation with requesting countries *Performance measures* 2004-2005: not available Estimate 2006-2007: 14 programmes Target 2008-2009: 18 programmes
(e) Enhanced OHCHR capacity to contribute to the prevention of the continuation of human rights violations in accordance with the mandate of the High Commissioner for Human Rights	(e) Increased number of cases when OHCHR assisted in resolving identified situations of large-scale human rights violations at short notice *Performance measures* (number of cases in which human rights officers, supported by OHCHR, responded promptly to deteriorating human rights situations) 2004-2005: not available Estimate 2006-2007: 2 cases Target 2008-2009: 4 cases

External factors

23.74 The subprogramme is expected to achieve its objectives and expected accomplishments on the assumption that there will not be significant external factors that may affect the achievement of the

expected accomplishments, such as a reduction in the voluntary contributions and actions by United Nations legislative organs on mandates and activities.

Outputs

23.75 During the biennium 2008-2009, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) General Assembly: parliamentary documentation: report of the Secretary-General on national institutions for the promotion and protection of human rights (1); report of the Secretary-General on regional arrangements for the promotion and protection of human rights (1); reports of the Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories (2); action 2 of the reform programme of the Secretary-General (1); and such reports as may be entrusted to the Secretary-General, the High Commissioner and country-specific mandate holders (15);

(ii) Human Rights Council:

a. Substantive servicing of meetings: annual meetings of special rapporteurs, special representatives, independent experts under special procedures of the Human Rights Council and chairpersons of working groups (15); servicing of Council meetings for which the subprogramme has substantive responsibility (50);

b. Parliamentary documentation: reports of the Secretary-General on national institutions for the promotion and protection of human rights (1); regional arrangements for the promotion and protection of human rights (1); regional cooperation for the promotion and protection of human rights in the Asia-Pacific region (1); the implementation of the programme of advisory services and technical cooperation in the field of human rights (1); the abduction of children in Africa (1); such reports on country mandates as may be entrusted to the Secretary-General, the High Commissioner and to mandate holders (19); communications sent by country-specific special procedure mandate holders on behalf of alleged victims of human rights violations (2);

(iii) Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories: substantive servicing of meetings (10);

(iv) United Nations Voluntary Fund for Technical Cooperation in the Field of Human Rights — Board of Trustees:

a. Substantive servicing of meetings: secretariat of the Board of Trustees (24);

b. Parliamentary documentation: preparation of communications sent by country-specific special procedures mandate holders on behalf of alleged victims of human rights violations (2);

(b) Other substantive activities (regular budget and extrabudgetary):

(i) Press releases, press conferences: press releases and media briefings of the United Nations High Commissioner for Human Rights and the activities of country-specific working groups, special rapporteurs and representatives, and independent experts;

(ii) Special events: briefing notes and speeches for the High Commissioner and other United Nations officials or bodies (120); meetings with Member States (10) and donor countries (10);

(iii) Technical material: development and maintenance of a database on geographic information and on the management of the project cycle in the OHCHR Intranet (1); maintenance of information on field activities and technical cooperation in the form of country web pages on the OHCHR website (1);

(iv) Promotion of legal instruments: preparation of human rights training materials for targeted professional groups (14); provision of expert advice and substantive backstopping to human rights components of peacekeeping operations (17); support to the official country visits of the High Commissioner (15);

(v) Meetings of the Board of Trustees of the United Nations Voluntary Fund for Technical Cooperation in the Field of Human Rights (24);

(c) Technical cooperation (regular budget and extrabudgetary):

(i) Advisory services: development, management, implementation, monitoring and evaluation of national and regional technical cooperation projects (50); implementation of a programme of technical cooperation in Cambodia (1); missions for advisory services and substantive human rights support at the request of Governments and United Nations country teams, programmes and agencies (45);

(ii) Training courses, seminars and workshops: annual meetings of heads of OHCHR field presences (5); meetings with Member States (10) and donor countries (10); regional and subregional consultations and/or workshops (11);

(iii) Field projects: support to the 12 OHCHR country offices and 11 regional representatives, including prior assessments, planning, inception, backstopping, monitoring and evaluation of operations (23).

Table 23.16 **Resource requirements: subprogramme 3**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Regular budget				
Post	18 120.3	23 658.2	82	86
Non-post	6 680.7	5 197.5	—	—
Subtotal	**24 801.0**	**28 855.7**	**82**	**86**
Extrabudgetary	96 903.6	111 851.1	261	512
Total	**121 704.6**	**140 706.8**	**343**	**598**

23.76 The estimated amount of $23,658,200 for posts, reflecting an increase of $5,537,900, provides for: (a) the continuation of 81 posts (1 D-1, 63 Professional and 17 General Service (Other level)); and (b) 5 new posts (1 D-2, 1 D-1 and 3 Professional). The increase in posts resources is a result of: (a) the delayed impact of 39 posts (9 P-5, 11 P-4, 10 P-3 and 9 General Service (Other level)) approved in the 2006-2007 biennium; (b) the regularization of the outward redeployment of one

P-3 post to the OHCHR New York office during the current biennium; and (c) the establishment of 5 new posts. The new posts comprise the following:

(i) As of 1 January 2008: one new D-2 post for the Director of the Field Operations and Technical Cooperation Division, who would report directly to the High Commissioner, with the aim of further strengthening the overall management of OHCHR; and

(ii) As of 1 January 2009: one new D-1 post for the Deputy Director of the Field Operations and Technical Cooperation Division, who would be responsible for some geographic and/or thematic areas of responsibility, at headquarters, namely, Latin America, Caribbean, Europe, North America, Central Asia and National Institutions; one new regional office which would consist of one new P-5 post for the Field Operations and Technical Cooperation Division to head a regional office; and two new posts for human rights officers at the P-4 and P-3 levels.

23.77 Non-post resources totalling $5,197,500, reflecting a net decrease of $1,483,200, would provide for, inter alia, general temporary assistance, personal service contracts for the Cambodia office, consultants, travel of representatives and staff, and other operational requirements. The net decrease of $1,483,200 is due mainly to reduced requirements for general temporary assistance resulting from proposals for new posts and the non-recurrent provision for the Independent Special Commission of Inquiry for Timor-Leste, offset by increases, based on expenditure patterns for, inter alia, travel of representatives, contractual services and the increased requirement for general operating expenses for the proposed establishment of a new regional office in 2009.

23.78 The subprogramme is also supported by 512 posts (189 Professional, 82 National Officers and 241 General Service staff) funded by extrabudgetary resources.

23.79 Extrabudgetary resources under the Voluntary Fund for Technical Cooperation in the Field of Human Rights will enable OHCHR to implement projects globally in accordance with the mandate of the High Commissioner and that entrusted to the High Commissioner by the Human Rights Council and other policymaking bodies. Those projects and activities are carefully designed to assist States in their efforts to incorporate international human rights standards into national laws, policies and practices. The projects will contribute to the building of national, regional and global capacities for democracy and the rule of the law. Through the work with the Board of Trustees, efforts will be continued to ensure one coherent United Nations human rights programme that will link the work of treaty bodies, special procedures and technical cooperation.

23.80 The Trust Fund for Support to the Activities of the Centre for Human Rights will be essential to ensure the minimum level of staffing required at both headquarters and in the field for the delivery of the planned programme outputs. This will include, inter alia, the continued efficient support to the country-specific special procedures of the Human Rights Council and the consolidation and maintenance of country web pages on OHCHR field activities. Furthermore, extrabudgetary non-post resources will allow for the continuation of support for project activities implemented from geographic desks at headquarters or by field presences, supplementing the programme of work of OHCHR financed from regular budget resources. Extrabudgetary non-post resources will also allow for staff to travel to undertake programmed activities and to participate in events related to the programme of work.

23.81 The Trust Fund for Human Rights Education Programme in Cambodia will enable OHCHR, in accordance with its mandate of the Trust Fund, to provide assistance in the areas of legal reform, administration of justice, reporting obligations, human rights education and training, monitoring of human rights situations and the strengthening of NGO capacities, which will contribute to the building of national capacity to incorporate international human rights standards into national laws, policies and practices. The main outputs for which the Trust Fund resources will be required

will thus be consultancies, seminars, publication and public information in the area of human rights education and awareness-raising under the expected accomplishments of the programme.

Subprogramme 4
Support for human rights thematic fact-finding procedures

Resource requirements (before recosting): $11,740,600

23.82 This subprogramme is under the responsibility of the Special Procedures Division. The programme of work has been formulated by drawing upon subprogramme 4 of programme 19 of the biennial programme plan for the period 2008-2009.

23.83 Under this subprogramme, efforts will focus on further improving support to thematic fact-finding procedures with a view to protecting potential victims and reducing the occurrence of human rights violations. This will entail further development of criteria and strengthening of the methodologies for operations and reporting functions of special procedures, and facilitating the implementation of the thematic procedures' recommendations, including through the provision of qualitative analysis of specific thematic issues and exchange of information, where appropriate, between mandate holders and OHCHR country engagement activities; disseminating knowledge of the findings and methodology of the thematic special procedures and improving coordination, where appropriate, among mandate holders and between them and other mechanisms of the human rights machinery; and facilitating the contribution of special procedures to the identification of impending human rights challenges and to the formulation and implementation of technical cooperation programmes.

Table 23.17 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To ensure the effective functioning of human rights monitoring mechanisms by assisting special rapporteurs and representatives, experts and working groups mandated by policymaking bodies in order to protect potential victims and reduce the occurrence of human rights violations.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Enhanced support to improve the impact of the work of special procedures mandate holders through the analysis of gaps in the implementation of international human rights standards and timely advice for addressing gross and systematic violations of human rights	(a) Increased number of plans and activities supported by OHCHR in follow-up to reports and recommendations made by the thematic mandate holders *Performance measures* 2004-2005: not available Estimate 2006-2007: 4 plans and activities Target 2008-2009: 8 plans and activities

(b) Enhanced cooperation with stakeholders who can benefit from and/or contribute to the work of the special procedures	(b) Increased number of partners, including Governments, civil society organizations, United Nations agencies and programmes, United Nations human rights machinery, including treaty bodies, and policymaking bodies cooperating in the implementation of special procedures' findings *Performance measures* 2004-2005: not available Estimate 2006-2007: 50 partners Target 2008-2009: 75 partners
(c) Increased assistance to thematic mandate holders in their advocacy and endeavours to prevent and protect from human rights violations within their respective mandates	(c) Increased number of responses, feedback and follow-up to activities by special procedures mandate holders, including individual communications *Performance measures* 2004-2005: not available Estimate 2006-2007: 575 responses Target 2008-2009: 640 responses
(d) Efficient communication with right holders and institutions acting on their behalf on how to present their concerns to special procedures and on the follow-up to interventions made	(d) Increased number of activities undertaken to disseminate information on the mandates and activities of thematic procedures to individuals, United Nations partners and civil society *Performance measures* 2004-2005: 25 activities Estimate 2006-2007: 35 activities Target 2008-2009: 45 activities

External factors

23.84 Significant external factors that may affect the achievement of the expected accomplishments are actions by the United Nations legislative organs on mandates and activities and circumstances affecting the responsiveness of Governments and other partners to special procedures' recommendations/findings/communications/requests.

Outputs

23.85 During the biennium 2008-2009, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) General Assembly: parliamentary documentation: reports of the special rapporteurs on: human rights of migrants (2); extrajudicial, summary or arbitrary executions (2); freedom of religion or belief (2); the question of torture and other cruel, inhuman or degrading treatment or punishment (2); the use of mercenaries as a means of violating human rights and impeding the exercise of the right of peoples to self-determination (2); contemporary forms of racism, racial discrimination, xenophobia and related intolerance (2); the right to health (2); the situation of human rights and fundamental freedoms of indigenous people (2); human rights and thematic procedures (2); the question of enforced or involuntary disappearances (1); internally displaced persons (2); human rights defenders (2); independence of judges and lawyers (2); human rights and counter-terrorism (2); economic reform policies and foreign debt (2); such reports on thematic mandates as may be entrusted to the Secretary-General, the High Commissioner and mandate holders (4); transmission of the report of the Special Rapporteur on the right to food (2); transmission of the report of the Special Rapporteur on extreme poverty (2);

(ii) Human Rights Council:

a. Substantive servicing of meetings: annual meetings of special rapporteurs, special representatives, independent experts under special procedures of the Human Rights Council and chairpersons of working groups (20); Human Rights Council (30); Coordination Committee (30); Working Group on Enforced or Involuntary Disappearances (72); Working Group on Mercenaries (20); Working Group on Arbitrary Detention (72);

b. Parliamentary documentation: report by the Special Representative of the Secretary-General on the situation of human rights defenders (8); report by the representative of the Secretary-General on internally displaced persons (8); reports of the independent expert on extreme poverty (6); reports of the independent expert on economic reform policies and foreign debt and human rights (6); reports of the Independent expert on minority issues (6); reports of the special rapporteurs on: adequate housing (6); the adverse effects of the illicit movement and dumping of toxic and dangerous products and wastes on the enjoyment of human rights (5); the right to education (6); the right to food (6); the right to health (6); the situation of human rights and fundamental freedoms of indigenous peoples (6); extrajudicial, summary or arbitrary executions (8); freedom of religion or belief (8); the human rights of migrants (8); the question of torture and other cruel, inhuman or degrading treatment or punishment (9); violence against women, its causes and consequences (8); contemporary forms of racism, racial discrimination, xenophobia and related intolerance (10); the independence of judges and lawyers (8); freedom of opinion and expression (10); trafficking in persons (6); the sale of children, child prostitution and child pornography (6); the promotion and protection of human rights while countering terrorism (8); reports of the Secretary-General on human rights and thematic procedures (2); report by the High Commissioner on mass exodus (1); reports of the Working Group on Enforced or Involuntary Disappearances (4); reports of the Working Group on Arbitrary Detention: opinions and missions (8); reports of the Working Group on the question of the use of mercenaries as a means of impeding the exercise of the right of peoples to self-determination (2); reports on the annual meeting of special rapporteurs, special representatives, independent experts and chairpersons of working groups (2);

c. Assistance to representatives, rapporteurs: assistance to independent experts of the Human Rights Council, the Working Group on Enforced or Involuntary Disappearances, the Working Group on Arbitrary Detention and the Working Group on Mercenaries (35);

(b) Other substantive activities (regular budget and extrabudgetary):

(i) Technical material: maintenance of OHCHR's website pages on the work of the special procedures and of the thematic database and of a database for enforced disappearances (6);

(ii) Promotion of legal instruments: preparation of communications sent by special rapporteurs and representatives, experts and working groups mandated by policymaking bodies on behalf of alleged victims of human rights violations.

Table 23.18 **Resource requirements: subprogramme 4**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Regular budget				
Post	6 591.2	7 744.0	24	32
Non-post	3 322.1	3 996.6	—	—
Subtotal	**9 913.3**	**11 740.6**	**24**	**32**
Extrabudgetary	6 276.1	7 440.7	28	31
Total	**16 189.4**	**19 181.3**	**52**	**63**

23.86 The amount of $7,744,000 for posts, reflecting an increase of $1,152,800, provides for the continuation of 24 posts (1 D-1, 20 Professional and 3 General Service (Other level)) and 8 new posts (1 D-2, 2 P-5, 3 P-4 and 2 General Service (Other level)). The increase in post resources is due to the proposed 6 new posts:

(i) As of 1 January 2008: relating to the establishment of the Special Procedures Division, with the complement of one new D-2 post for the Director of the Special Procedures Division, one new General Service (Other level) post to provide secretarial and administrative support to the Director, and one new P-4 post for a Human Rights Officer to provide substantive guidance and input into the work of all eight mandates covered by the Unit; one new P-4 post for a Human Rights Officer for the Civil and Political Rights Unit to provide additional assistance to mandates, including substantive guidance and input into the work of all eight mandates covered by the Unit; and the augmentation of the capacity of the Economic, Social and Cultural Rights Unit through the addition of one new P-4 post of Human Rights Officer to provide substantive guidance and input into the work of all eight mandates covered by the Unit;

(ii) As of 1 January 2009, to ensure the continuity of services provided to mandates and to consolidate the structure of the Branch, it is proposed to establish a Groups in Focus Unit with one new P-5 post as Chief of the Unit and, to strengthen the administrative and secretarial assistance provided to the Economic, Social and Cultural Rights Team, one new General Service (Other level) post is proposed.

23.87 Non-post resources totalling $3,996,600, reflecting a net increase of $674,500, provide for other staff costs, consultants, travel of representatives and staff, and other operational costs. The net increase of $674,500 is the result of additional requirements for the travel of representatives due to the increase in mandates and the increased requirements under each mandate and general operating expenses for implementing thematic mandates, offset by decreases for general temporary assistance, in particular those provided to special rapporteurs, special representatives and independent experts during field missions, in view of new posts proposed and reduced requirements for the preparation of fact sheets on special procedures, among others.

23.88 The subprogramme is also supported by 31 posts (25 Professional and 6 General Service) funded by extrabudgetary resources.

23.89 Extrabudgetary resources under the Trust Fund for Support to the Activities of the Centre for Human Rights provide support to thematic special procedures to complement regular budget resources. The objectives of the subprogramme for the biennium 2008-2009 will be enhanced support to improve the impact of thematic special procedures' work; enhanced cooperation with stakeholders; enhanced assistance in receiving and processing information on human rights violations received from different sources; and efficient communication with rights holders and institutions acting on their behalf on how to present their concerns to thematic special procedures. Extrabudgetary post resources are essential to ensure a minimum level of support to all mandates and therefore ensure enhanced assistance and strengthened impact of the work of thematic special procedures through common services provided to all special procedures, as well as support to the Coordination Committee, contributing to improved information sharing, strengthened cooperation, streamlined working methods and therefore enhanced impact. The provision of support to mandate holders also includes assistance in receiving and processing information relevant to the mandates. Other uses of extrabudgetary resources include non-post requirements for travel of the mandate holders and staff to participate in events related to the activities of the mandates, therefore strengthening partnership with stakeholders and raising awareness of rights holders and institutions acting on their behalf. Provisions are also made for parliamentary documentation, substantive servicing of meetings, other services, other substantive activities, such as maintenance of databases and websites and the preparation of communications.

D. Programme support

Resource requirements (before recosting): $10,351,800

23.90 Programme support services are provided by Programme Support and Management Services. Those services relate to financial and human resources planning and management, general administration and information management and technology. The Services also perform a number of additional functions with respect to extrabudgetary activities. They comprise six organizational entities, namely, the Budget and Finance Section, the Human Resources Management Section, the General Administrative Services Section, the Field Safety and Security Section, the Information Management and Technology Section and the Staff Training Unit.

Outputs

23.91 During the biennium 2008-2009, the following final outputs will be delivered:

(a) Support services:

(i) Overall management: provision of managerial advice, guidance and oversight of OHCHR resources; preparation and coordination of responses to reports and

recommendations by oversight bodies (Office of Internal Oversight Services, Board of Auditors and Joint Inspection Unit);

(ii) Recruitment and staff administration: advice to management on human resources management policies, procedures and practices as well as on measures to implement relevant General Assembly resolutions and directives of the Office of Human Resources Management; post classification advice and support; succession planning; selection, recruitment and placement of staff; implementation of staff rotation policies; staff administration under the 100, 200 and 300 series of Staff Rules; coordination of staff development and training activities; recruitment and administration of consultants, individual contractors and interns; participation in staff-management consultation mechanisms and liaison with staff representatives; management of the performance appraisal system; administration of justice; provision of personal and career counselling services to staff members, including stress management and resolution of disputes and conflicts; monitoring of and reporting on human resources management issues;

(iii) Budgeting and financial management: guidelines and support services to programme managers in the area of planning and budgeting; coordination of budget preparation and processing for OHCHR for the period 2010-2011; preparation and processing of financial implication statements for policymaking organs; issuance of extrabudgetary allotments and requests for revision of regular budget allotments; financial control and certification for all OHCHR regular budget and extrabudgetary allotments, including activities under the regular programme of technical cooperation, and other accounts; processing of allocations to other United Nations entities and of grants to non-profit organizations; staffing table control; maintenance of accounts, financial disbursements, accounting and reporting for all regular budget and extrabudgetary accounts; control over expenditures and processing of charges incurred in the field; preparation of budget performance reports; ensuring that voluntary contributions are allocated and utilized effectively in full respect of donor requirements; financial input to the strategic management plan, the mid-year and end-of-year reviews and the annual report for donors in a timely manner; advice and support to senior management on the use of extrabudgetary resources; ensuring that decisions by senior management on the allocation of extrabudgetary resources are implemented in a timely manner; provision of timely information on implementation rates and funding requirements; development and implementation of new information systems and tools to reflect OHCHR requirements for extrabudgetary resources; and review and clearance of donor agreements in a timely manner while respecting the Financial Regulations and Rules of the United Nations;

(iv) General administrative services: commercial and procurement services for OHCHR in Geneva and in the field; transportation and travel services; shipping; contracts and legal services; facilities management and maintenance; archives and records management; registration and distribution of all official correspondence; stores and property control and inventory management;

(v) Field support: guidance and written instructions, policies and directives to the field offices on best practices and efficient management in all administrative areas; coordination of logistical and specialist support upon establishment and liquidation of field presences as well as for special fact-finding missions and commissions of inquiry;

(vi) Security management: briefing of OHCHR senior management on current security situations affecting the staff and field activities of the Office; compliance with applicable security policies and directives; training, briefing and clearance of all staff

prior to field missions; ensuring compliance of field presences with minimum operating security standards; OHCHR participation in all new United Nations security systems; OHCHR participation in the Inter-Agency Security Management Network;

(vii) Information technology management: provision of efficient and effective information management tools and environment for OHCHR as a whole; more accessible and searchable websites, strengthened information management and technology development capacity; consolidated information management and technology systems and high standard information management and technology services; up-to-date information, communication and technology infrastructure, including desktop, server and communication facilities at headquarters and in the field; and efficient help desk and technical support services. The Section will produce efficient and effective information management and technology tools and environment for OHCHR as a whole, comprising an integrated information communication and technology infrastructure, including desktop, server and communication facilities at headquarters and in the field; information management and technology help desk and high standard information management and technology support services; strengthened information management and technology development capacity, consolidated and integrated information management and technology systems; available and reliable human rights application systems with incorporated security and confidentiality, for protection and promotion of human rights, monitoring and analysis of human rights situations and the United Nations human rights bodies and mechanisms; operational office systems covering the areas of resource planning and management, content management and administration, document and process management, relationship and case management; accessible and searchable websites, including Internet, Extranet and Intranet sites; and well-organized governance and centralized management of information management and technology.

Table 23.19 **Resource requirements: programme support**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Regular budget				
Post	6 362.0	7 705.6	29	32
Non-post	2 558.6	2 646.2	—	—
Subtotal	**8 920.6**	**10 351.8**	**29**	**32**
Extrabudgetary	25 187.3	29 172.8	51	52
Total	**34 107.9**	**39 524.6**	**80**	**84**

23.92 The amount of $7,705,600 for posts, reflecting an increase of $1,343,600, provides for: (a) the continuation of 29 posts (1 D-1, 13 Professional, 1 General Service (Principal level) and 14 General Service (Other level)); and (b) 3 new posts (2 Professional and 1 General Service (Other level). The increase of $1,343,600 for post resources is due to: (a) the delayed impact of 6 posts (1 D-1, 2 P-5, 1 P-4 and 2 P-3) approved in the biennium 2006-2007; and (b) the establishment of 3 new posts to meet the anticipated increase in workload related to the overall increase in OHCHR staffing and the addition of new policymaking organs as well as expanded field presences in 2008-2009. These posts include:

(i) as of 1 January 2008: one new P-3 post for an Administrative Officer and one new General Service (Other level) post for a Travel Assistant;

(ii) as of 1 January 2009: one new P-5 post for the Chief of the Finance and Budget Section.

23.93 Non-post resources totalling $2,646,200 for the operations of the Office, reflecting a net increase of $87,600, would provide for other staff costs, travel of staff, contractual services, general operating expenses and other operational requirements. The net increase relates mainly to requirements for contractual arrangements for data-processing services for the development, maintenance and support of the application software for the anticipated increase in usage of the services of the International Computing Centre, offset by reductions under general operating expenses, based on expenditure patterns.

23.94 Extrabudgetary resources are used to strengthen the capacity of the Programme Support and Management Services and would provide for the entire range of services as follows: human resources; recruitment and staff administration; planning, budgeting and financial management; general administration; support to field presences; field security; and information management and technology and training. The Services also perform a number of additional functions with respect to extrabudgetary activities.

E. Committee on Missing Persons in Cyprus

Resource requirements (before recosting): $643,400

23.95 The Committee on Missing Persons in Cyprus was established in April 1981 by agreement between the Greek Cypriot and Turkish Cypriot communities in Cyprus. The Committee is composed of a member appointed by each of the two communities and a third member selected by the International Committee of the Red Cross and appointed by the Secretary-General.

23.96 The overall objective of the Committee is to ascertain the fate of persons reported missing following inter-communal fighting (1963-64) and the events of July 1974. In addition, following the 31 July 1997 Agreement between the leaders of both communities, the Committee was entrusted with facilitating exchanges of information on known burial sites and arranging the exhumation, identification and return of the remains of Greek Cypriot and Turkish Cypriot missing persons. The decisions of the Committee are taken by consensus to the extent possible. In case of disagreement, the third member consults the other two members in an attempt to bridge their views and reach a consensus. The Committee holds on average 40 formal meetings per year.

23.97 The Committee began its work in May 1984 after having agreed on its procedural rules. The agreed terms of reference of the Committee call upon it to look into cases of persons reported missing in the inter-communal fighting as well as in the events of July 1974 and their aftermath. The Committee is expected to use its best efforts to draw up comprehensive lists of missing persons of both communities, specifying as appropriate whether they are alive or dead and, in the latter case, the approximate date of death. The office of the third member is to play a prominent role in the investigative processes involved.

23.98 The United Nations is responsible only for the expenses of the third member, his/her two assistants and the miscellaneous operating expenses of their office. The 2008-2009 programme budget proposals reflect an unprecedented increase in the activity of the Committee related to the launching in August 2006 of its project on the exhumation, identification and return of the remains of missing persons in Cyprus. The project is expected to last for approximately five years. While the project itself is being financed under a separate budget and managed by the United Nations

Development Programme, the overall sharp increase in activity associated with it has important repercussions for the future financial requirements of the office of the third member of the Committee.

23.99 The third member of the Committee was appointed on 1 November 2005 and the assistant to the third member on 2 July 2006. The office of the third member, as the Committee secretariat, is in charge of the overall operational coordination of the newly launched project on the exhumation, identification and return of the remains of missing persons, which is managed by UNDP. It ensures the smooth running of the delicately balanced bicommunal component of the project, including a team of 14 locally recruited Greek Cypriot and Turkish Cypriot scientists and oversees the work of an international forensic group which currently employs four international scientific experts. The office of the third member is responsible for fund-raising of extrabudgetary resources.

Table 23.20 **Summary of resource requirements**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Regular budget				
Non-post	405.8	643.4	—	—
Total	**405.8**	**643.4**	**—**	**—**

Resource requirements (before recosting): $643,400

23.100 The amount of $643,400, reflecting an increase of $237,600, provides for: staff and travel costs for the third member of the Committee on Missing Persons in Cyprus at the D-1 level; the first assistant to the third member at the P-4 level, who acts as the formal Secretary of the Committee; two General Service staff, one serving as an Administrative Assistant and the other as a Research Assistant; operational requirements, such as contractual services, supplies and materials; and general operating expenses, among others. Should programme activity levels increase in 2008-2009, a higher level of resources may be required, and such funds would be sought through established procedures.

Table 23.21 **Summary of follow-up action taken to implement the relevant recommendations of the oversight bodies**

Brief description of the recommendation	*Action taken to implement the recommendation*
Advisory Committee on Administrative and Budgetary Questions (A/60/7 and Corr.1)	
The Advisory Committee appreciates the efforts of OHCHR and its senior management to address the structural weaknesses of the programme identified by the Office of Internal Oversight Services, although a number of recommendations remain outstanding. It requests OHCHR to address the remaining recommendations expeditiously, identifying	The remaining recommendations of the Office of Internal Oversight Services have been implemented.

Brief description of the recommendation	*Action taken to implement the recommendation*
those that have been overtaken by events. In the view of the Committee, the current proposals constitute an important first step towards the comprehensive plan of action for implementing all outstanding recommendations of internal and external reviews called for in the review of the Office of Internal Oversight Services (see A/57/488, para. 76). The results achieved and lessons learned from this first phase will facilitate the elaboration of such a comprehensive plan of action (para. VI.6).	
The Advisory Committee notes that vacancy rates had increased from 11.9 per cent (Professional) and 0 per cent (General Service) at the end of May 2003 to 13.3 per cent and 7 per cent, respectively, at the end of March 2005. This situation is also reflected in the performance measures for the average number of post vacancy days under executive direction and management (see A/60/6 (Sect. 23), table 23.7) which increased from 180 days in 2002-2003 to 230 in 2004-2005. The Committee was informed that this was to some extent a consequence of the state of transition and uncertainty of OHCHR in recent years, resulting in an overall lack of clarity, which has had an impact on the planning and decision-making process. The recruitment process at OHCHR is serviced essentially by the United Nations Office at Geneva, which itself has limited capacity and has had difficulties adjusting to Galaxy, and by the United Nations Office for Project Services (UNOPS), which manages five field offices, including 51 staff. The Committee urges OHCHR to vigorously pursue its efforts to improve its own procedures and performance in this area, and to work closely with the United Nations Office at Geneva and UNOPS on improving the quality of the support provided. The Committee requests that OHCHR report on the progress made in the next proposed programme budget (para. VI.13).	OHCHR continues to strive to improve its recruitment efforts through better internal procedures and training. The Office has made significant progress in developing recruitment planning and monitoring procedures. Vacancies are now monitored and tracked throughout the entire recruitment process to ensure their timely progress and to identify and address possible bottlenecks. The administrative and human resources management services provided to programme managers with the strengthening of the administration in the current biennium will allow OHCHR to maintain the pace of recruitment in the face of the very high volume of additional activity resulting from the high number of new regular budget and extrabudgetary posts in the current biennium, while continuing efforts aimed at improving geographic diversity. As noted by the Advisory Committee, recruitment for OHCHR is serviced by the United Nations Office at Geneva, whose limited capacity has been strained by the extremely heavy volume of recruitment activity pertaining to OHCHR, which continues to work in close cooperation with the United Nations Office at Geneva to improve the support it provides. The recruitment services provided by UNOPS have been dramatically reduced as the transition to the United Nations Office at Geneva of administration of those OHCHR field office staff formerly administered by UNOPS nears completion.

Brief description of the recommendation	*Action taken to implement the recommendation*
	It should also be noted that in 2005, OHCHR initiated a post regularization exercise which was concluded in February 2006, during which 132 vacancy announcements were created and processed, thus putting a very heavy burden on the human resources unit. Moreover, and in order to meet another recommendation of the Advisory Committee, namely to improve the geographical distribution of staff, a Programme Case Officer intentionally waits to access the list of 60-day candidates to open it up to external candidates. This has the side effect of keeping the vacancy announcements open for a longer period. The vacancy rate of OHCHR at the end of March 2007 was 19.3 per cent (21.0 per cent at the Professional level and 14.3 per cent at the General Service level). At the beginning of the biennium 2006-2007, or at the end of January 2006, the vacancy rate was 34.3 per cent (39.4 per cent at the Professional level and 20.0 per cent at the General Service level).
Concerning imbalances in the geographical distribution of OHCHR staff, which is heavily skewed towards one group of contributing Member States, the Advisory Committee was informed that OHCHR is committed to correcting this imbalance and to ensuring that the staff composition reflects the cultural diversity of the population it serves. The Committee trusts that concrete progress will be made to achieve geographic balance and requests that OHCHR report on progress in this area in the next proposed programme budget (para. VI.14).	The High Commissioner has made it a priority to improve the geographic and gender balance of OHCHR staff. The most important first step to improving geographic diversity in the Office was to expand the pool of qualified candidates from the widest possible range of countries and backgrounds. Advertisements pointing to open posts on the United Nations employment website (both general announcements and for specific senior posts) are now regularly placed in widely read international periodicals. OHCHR has constituted a worldwide mailing list of approximately 1,270 governmental institutions, international organizations, non-governmental organizations, permanent missions, national human rights institutions and academic institutions willing to act as information relays. Those institutions regularly receive information on all current vacancies at OHCHR, which they disseminate locally. Country-specific strategies were developed which include concepts for a closer collaboration in recruitment activities with United Nations country teams, OHCHR field

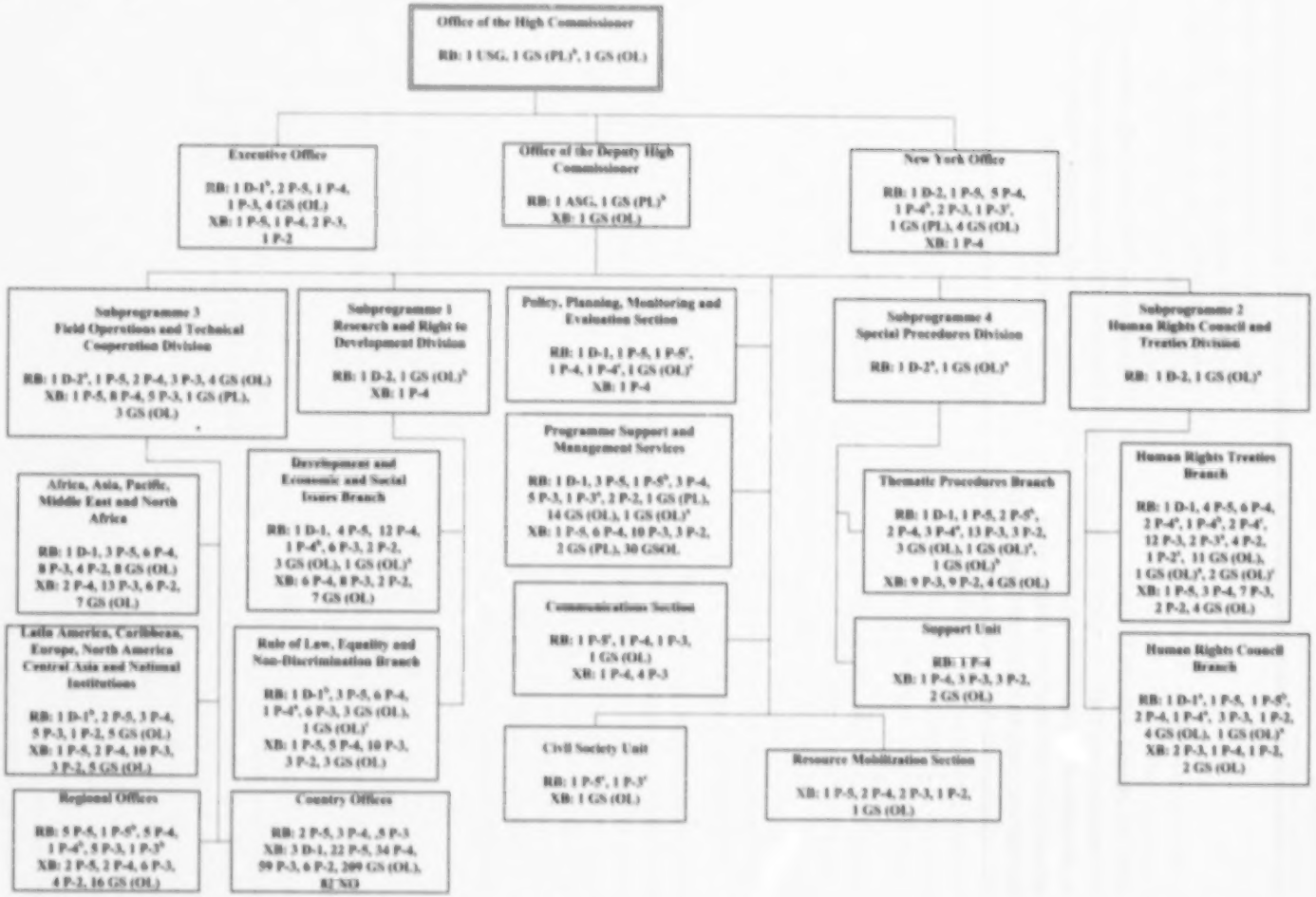
Brief description of the recommendation	*Action taken to implement the recommendation*
	offices, permanent missions in Geneva and local partners in the field, ranging from civil societies to Governments. OHCHR continues to undertake recruitment activities in conjunction with important conferences of OHCHR and travel by its officials. There are indications that this strategy is already bearing fruit in the expansion of the pool of candidates from outside the United Nations Secretariat. A review of posts circulated in 2005, prior to the launch of this strategy, shows that on average, 8.85 per cent of eligible candidates had not previously been employed by the United Nations Secretariat. A similar review of comparable posts advertised after the launch of the strategy shows that the share of candidates without prior United Nations Secretariat employment has tripled to an average of 26.22 per cent. Consistent with the human resources policies of the United Nations Secretariat and the provisions of the staff selection system, the High Commissioner is committed to improving the geographical balance while ensuring that selection decisions are made on the basis of merit, demonstrated competencies and performance, through a competitive process where the paramount consideration is the necessity of securing the highest standards of efficiency, competence and integrity. On 6 October 2006, the High Commissioner implemented a strengthened internal framework and procedures for improving the geographic balance of the Office. The introduction and strict adherence to the policy has resulted in a dramatic improvement in the geographic diversity of selected candidates. Since the implementation of the policy, 85 per cent of all external recruitment has been from outside the Group of Western European and Other States. While the recent progress is encouraging, it must be recognized that it will take time to change the historical situation that had evolved owing to past instability in funding and, consequently, in the types of contracts offered to staff, which complicated efforts to establish a diverse and balanced geographical base.

Brief description of the recommendation	*Action taken to implement the recommendation*
Advisory Committee on Administrative and Budgetary Questions (A/60/7/Add.13)	
There . no discussion in the report of the Secretary-General as to how the doubling of the resources of OHCHR over the next five years is to be handled over the coming bienniums, nor is there a specific indication of the precise baseline against which future increases would be measured. Full details should be given, taking into account paragraph 12 above, so that the General Assembly can take an informed decision (para. 43).	The proposed programme budget for the biennium 2008-2009 includes the High Commissioner's proposals for implementing the second phase of the reform of the Office, with a view to achieving the goals of the 2005 World Summit. The present proposal comprises the second *tranche* of the doubling of the regular budget resources of OHCHR mandated by the General Assembly in its resolution. By 2008, the Office will have completed the first phase of its reform in the follow-up to the 2005 World Summit. Accordingly, at its sixtieth session, the General Assembly approved a human rights budget for 2006-2007 amounting to a 28.9 per cent increase over the revised appropriation for 2004-2005. Consistent with General Assembly resolution 60/1, the High Commissioner is proposing a further increase for 2008-2009. Specifically, the present submission represents an increase of 62.8 per cent over the revised appropriation for 2004-2005. The balance towards doubling the OHCHR budget will be requested, inter alia, in the context of the proposed programme budget for the biennium 2010-2011.
It appears to the Advisory Committee that through this shift in emphasis to New York, what was formerly a liaison office would become a programme office. In this connection, the Committee notes that OHCHR intends to undertake a feasibility study to determine whether other functions and personnel might better be located in New York (see A/60/537, para. 74). The Committee recognizes the need for strengthening the capacity of the New York office; however, it is of the view that consideration of the proposal to establish an Assistant Secretary-General post for New York should be considered in the context of the feasibility study when it is completed and when OHCHR has a clearer picture of its structural needs and the functions envisaged for the New York office (para. 44).	In 2006, an internal study by the Office of Internal Oversight Services on the New York office concluded that there is a need for a higher level of OHCHR representation in policy decision-making in New York, given the growing responsibility of the office in the wake of the 2005 World Summit. In the interim, OHCHR is proposing one new P-4 post to support the work in the area of the rule of law and the redeployment of one P-3 post to its New York office.

Brief description of the recommendation	*Action taken to implement the recommendation*
Board of Auditors (A/61/5, vol. I, chap. II)	
The Office of the United Nations High Commissioner for Human Rights agreed with the Board's recommendation that it utilize the unspent balances of closed trust funds, as agreed with the donors (para. 144).	This recommendation has been implemented. As decided by the General Assembly, the trust fund for the International Decade of the World's Indigenous People was closed on 3 August 2006. The unspent balance of the fund was transferred either to the trust fund for the Second Decade of the World's Indigenous People with the Department of Economic and Social Affairs or to the voluntary fund for Indigenous Populations, according to the advice received from the donor Governments.
The Administration agreed with the Board's recommendation that it ensure that the receipt of voluntary funds is approved in compliance with United Nations financial rules (para. 157).	This recommendation has been implemented. All contribution agreements and exchanges of letters are vetted by the Financial Resources and Management Service of the United Nations Office at Geneva to ensure compliance with United Nations financial rules.
OHCHR agreed with the Board's recommendation that it improve its procedures as regards the collection of funds from donors (para. 180).	This recommendation has been implemented. Procedures have since been improved with the issuance of (a) the strategic management plan 2006-07; (b) the setting up of a contribution monitoring database that has close links with IMIS; and (c) working closely with the Trust Fund Unit of the United Nations Office at Geneva in recording and monitoring contributions.
OHCHR agreed with the Board's recommendation that it monitor its fund-raising in respect of its needs assessment (para. 183).	It should be noted that the proposed budget reflects estimates in 2008-2009 under extrabudgetary resources commensurate with OHCHR projections of income from donors.
OHCHR agreed with the Board's recommendation that it request the submission of financial reports in a timely manner (para. 188).	OHCHR requests the submission of financial statements three times in the grants approval and disbursement process. The first time, upon signature, when 80 per cent of the grant may be paid, grantees are requested to submit financial statements on completion of the activities. The second time, when 80 per cent of the grant is disbursed, a reporting date is recorded in the grants monitoring system database. On that date, a reminder is sent to the grant presenting officer to follow-up with the grantees on cases in which reports have not

Brief description of the recommendation	*Action taken to implement the recommendation*
	been received. The third time, the balance of 20 per cent of the grant amount is released only upon receipt of the financial report from the grantees.
OHCHR agreed with the Board's recommendation that it prepare workplans with measurable and quantified objectives and report annually on their implementation so that its performance can be measured (para. 401).	The midterm review of implementation of the strategic management plan is scheduled, and an annual report on implementation was published in the first quarter of 2007.

Office of the United Nations High Commissioner for Human Rights
Proposed programme budget for 2008-2009


Office of the High Commissioner
RB: 1 USG, 1 GS (PL)[b], 1 GS (OL)
Executive Office
RB: 1 D-1[b], 2 P-5, 1 P-4, 1 P-3, 4 GS (OL)
XB: 1 P-5, 1 P-4, 2 P-3, 1 P-2
Office of the Deputy High Commissioner
RB: 1 ASG, 1 GS (PL)[b]
XB: 1 GS (OL)
New York Office
RB: 1 D-2, 1 P-5, 5 P-4, 1 P-4[b], 2 P-3, 1 P-3[c], 1 GS (PL), 4 GS (OL)
XB: 1 P-4
Subprogramme 3 Field Operations and Technical Cooperation Division
RB: 1 D-2[b], 1 P-5, 2 P-4, 3 P-3, 4 GS (OL)
XB: 1 P-5, 8 P-4, 5 P-3, 1 GS (PL), 3 GS (OL)
Subprogramme 1 Research and Right to Development Division
RB: 1 D-2, 1 GS (OL)[b]
XB: 1 P-4
Policy, Planning, Monitoring and Evaluation Section
RB: 1 D-1, 1 P-5, 1 P-5[c], 1 P-4, 1 P-4[c], 1 GS (OL)[c]
XB: 1 P-4
Subprogramme 4 Special Procedures Division
RB: 1 D-2[b], 1 GS (OL)[b]
Subprogramme 2 Human Rights Council and Treaties Division
RB: 1 D-2, 1 GS (OL)[b]
Africa, Asia, Pacific, Middle East and North Africa
RB: 1 D-1, 3 P-5, 6 P-4, 8 P-3, 4 P-2, 8 GS (OL)
XB: 2 P-4, 13 P-3, 6 P-2, 7 GS (OL)
Development and Economic and Social Issues Branch
RB: 1 D-1, 4 P-5, 12 P-4, 1 P-4[b], 6 P-3, 2 P-2, 3 GS (OL), 1 GS (OL)[b]
XB: 6 P-4, 8 P-3, 2 P-2, 7 GS (OL)
Programme Support and Management Services
RB: 1 D-1, 3 P-5, 1 P-5[b], 3 P-4, 5 P-3, 1 P-3[b], 2 P-2, 1 GS (PL), 14 GS (OL), 1 GS (OL)[b]
XB: 1 P-5, 6 P-4, 10 P-3, 3 P-2, 2 GS (PL), 30 GSOL
Thematic Procedures Branch
RB: 1 D-1, 1 P-5, 2 P-5[b], 2 P-4, 3 P-4[b], 13 P-3, 3 P-2, 3 GS (OL), 1 GS (OL)[c], 1 GS (OL)[b]
XB: 9 P-3, 9 P-2, 4 GS (OL)
Human Rights Treaties Branch
RB: 1 D-1, 4 P-5, 6 P-4, 2 P-4[b], 1 P-4[b], 2 P-4[c], 12 P-3, 2 P-3[b], 4 P-2, 1 P-2[c], 11 GS (OL), 1 GS (OL)[b], 2 GS (OL)[c]
XB: 1 P-5, 3 P-4, 7 P-3, 2 P-2, 4 GS (OL)
Latin America, Caribbean, Europe, North America Central Asia and National Institutions
RB: 1 D-1[b], 2 P-5, 3 P-4, 5 P-3, 1 P-2, 5 GS (OL)
XB: 1 P-5, 2 P-4, 10 P-3, 3 P-2, 5 GS (OL)
Rule of Law, Equality and Non-Discrimination Branch
RB: 1 D-1[b], 3 P-5, 6 P-4, 1 P-4[b], 6 P-3, 3 GS (OL), 1 GS (OL)[c]
XB: 1 P-5, 5 P-4, 10 P-3, 3 P-2, 3 GS (OL)
Communications Section
RB: 1 P-5[c], 1 P-4, 1 P-3, 1 GS (OL)
XB: 1 P-4, 4 P-3
Support Unit
RB: 1 P-4
XB: 1 P-4, 3 P-3, 3 P-2, 2 GS (OL)
Human Rights Council Branch
RB: 1 D-1[b], 1 P-5, 1 P-5[b], 2 P-4, 1 P-4[b], 3 P-3, 1 P-2, 4 GS (OL), 1 GS (OL)[b]
XB: 2 P-3, 1 P-4, 1 P-2, 2 GS (OL)
Regional Offices
RB: 5 P-5, 1 P-5[b], 5 P-4, 1 P-4[b], 5 P-3, 1 P-3[b]
XB: 2 P-5, 2 P-4, 6 P-3, 4 P-2, 16 GS (OL)
Country Offices
RB: 2 P-5, 3 P-4, 5 P-3
XB: 3 D-1, 22 P-5, 34 P-4, 59 P-3, 6 P-2, 209 GS (OL), 82 NO
Civil Society Unit
RB: 1 P-5[c], 1 P-3[c]
XB: 1 GS (OL)
Resource Mobilization Section
XB: 1 P-5, 2 P-4, 2 P-3, 1 P-2, 1 GS (OL)

Abbreviations: RB, regular budget; XB, extrabudgetary; USG, Under-Secretary-General; ASG, Assistant Secretary-General; GS, General Service; PL, Principal level; OL, Other level.

[a] New post for 2008-2009.

[b] New post for 2009.

[c] Redeployment.

Annex

Outputs produced in 2006-2007 not to be carried out in the biennium 2008-2009

A/60/6, paragraph	*Output*	*Quantity*	*Reason for discontinuation*
Human rights mainstreaming, right to development, research and analysis			
23.42 (b) (ii)	Concept document of the Subcommission on the Promotion and Protection of Human Rights on the right to development	1	Concept document presented (E/CN.4/2006/25)
23.42 (c) (ii)	Report on the need to develop guiding principles on the implementation of existing human rights norms and standards in the context of the fight against extreme poverty	2	Finalized (A/HRC/Sub.1/58/16)
23.44 (a) (i)	Report of the independent expert on human rights and terrorism	2	Finalized: mandate was for one year (see E/CN.4/res/2004/87)
23.44 (a) (iii) a.	Working group on a draft United Nations declaration on the rights of indigenous peoples	20	Mandate finalized with the adoption of the draft declaration by the Human Rights Council (A/HRC/res/1/2)
23.44 (a) (iii) b.	Report of the working group on a draft United Nations declaration on the rights of indigenous peoples	2	Mandate finalized with the adoption of the draft declaration by the Human Rights Council (A/HRC/res/1/2)
23.44 (a) (i) b.	Report of the independent expert on human rights and terrorism	1	Finalized: mandate was for one year (see E/CN.4/RES/2004/87)
23.44 (a) (iii) b.	Human rights and bioethics	1	Discontinued: last resolution on the issue was adopted in 2003
23.44 (a) (iv) b.	Reports of the special rapporteurs on traditional practices affecting the health of women and the girl child	2	Mandate finalized (see E/CN.4/Sub.2/RES/2005/28)
23.44 (a) (iv) b.	Housing and property restitution in the context of the return of refugees and internally displaced persons	2	Mandate finalized (see E/CN.4/Sub.2/2005/17 and Add.1)

A/60/6, paragraph	*Output*	*Quantity*	*Reason for discontinuation*
23.44 (a) (iv) b.	Universal implementation of international human rights treaties	2	Mandate finalized (see A/HRC/Sub.1/58/5 and Add.1)
23.44 (a) (iv) b.	Guidelines for the realization of the right to drinking water supply and sanitation	2	Mandate finalized (see E/CN.4/Sub.2/2005/25)
23.44 (a) (iv) b.	Report on women in prison	2	Mandate discontinued (see E/CN.4/Sub.2/2005/12)
23.44 (a) (iv) b.	Report on the right to an effective remedy in civil matters against violations of human rights by State agents	2	Mandate finalized (see A/HRC/Sub.1/58/CPR.4 and E/CN.4/Sub.2/2005/15)
23.44 (a) (iv) b.	Report on the relationship between human rights law and humanitarian law	2	Terminated (see A/HRC/Sub.1/58/CPR.5 and E/CN.4/Sub.2/2005/14)
23.44 (a) (iv) b.	Working paper on the impact of intolerance on the enjoyment and the exercise of human rights	2	Discontinued
23.44 (b)	Advisory panel of experts for the annual global human rights report	1	The Advisory Committee on Administrative and Budgetary Questions recommended that OHCHR further develop the idea of a global human rights report and present it in a follow-up report (see A/60/7/Add.13, para. 47)
23.44 (c) (i)	Global human rights report and supporting background papers	2	The Advisory Committee on Administrative and Budgetary Questions recommended that OHCHR further develop the idea of a global human rights report and present it in a follow-up report (see A/60/7/Add.13, para. 47)
23.44 (c) (ii)	Global human rights report	2	The Advisory Committee on Administrative and Budgetary Questions recommended that OHCHR further develop the idea of a global human rights report and present it in a follow-up report (see A/60/7/Add.13, para. 47)

A/60/6, paragraph	*Output*	*Quantity*	*Reason for discontinuation*
23.44 (d) (i)	Conducting regional seminars for the global human rights report	1	The Advisory Committee on Administrative and Budgetary Questions recommended that OHCHR further develop the idea of a global human rights report and present it in a follow-up report (see A/60/7/Add.13, para. 47)
	Subtotal	**51**	
Supporting human rights bodies and organs			
23.54 (a) (xi) b.	Meetings of States Parties to the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment: document comprising resolutions and recommendations of States parties to the relevant committee and/or to the General Assembly	2	This information is provided in a different format
23.54 (a) (xii) b.	Meetings of States Parties to the Convention on the Rights of the Child: document comprising resolutions and recommendations of States parties to the relevant committee and/or to the General Assembly	2	This information is provided in a different format
23.54 (a) (xiii) b.	Meetings of States Parties to the International Convention on the Elimination of All Forms of Racial Discrimination: document comprising resolutions and recommendations of States parties to the relevant committee and/or to the General Assembly	2	This information is provided in a different format

A/60/6, paragraph	*Output*	*Quantity*	*Reason for discontinuation*
23.54 (a) (iii) a.	Working group to elaborate a draft United Nations declaration on the rights of indigenous peoples	40	The Human Rights Council (resolution 2006/2) adopted the United Nations Declaration on the Rights of Indigenous Peoples at its twenty-first meeting on 29 June 2006
23.54 (a) (iii) a.	Working group to elaborate a draft legally binding normative instrument for the protection of all persons from enforced disappearance	40	The Human Rights Council (resolution 2006/1) adopted the International Convention for the Protection of All Persons from Enforced Disappearance at its twenty-first meeting on 29 June 2006
23.54 (a) (vi) a.	Meetings of the Committee Against Torture: pre-sessional working group	40	The Committee Against Torture will not be meeting in a pre-sessional working group in the biennium 2008-2009; it has reviewed its methods of work and will be meeting for six weeks in plenary instead of five weeks
	Subtotal	**126**	
Support for human rights thematic fact-finding procedures			
23.68 (a) (i)	General Assembly: parliamentary documentation: study submitted by the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance	3	A report entitled "Combating racism, racial discrimination, xenophobia and related intolerance and comprehensive implementation of and follow-up to the Durban Declaration and Programme of Action" (A/59/330) was submitted pursuant to General Assembly resolution 58/159, in which the Special Rapporteur was invited to submit to the General Assembly an updated and extended study on the issue of political platforms that promote or incite racial discrimination; it is not a recurrent output

A/60/6, paragraph	*Output*	*Quantity*	*Reason for discontinuation*
23.68 (a) (i)	General Assembly: parliamentary documentation: reports submitted by the Special Rapporteur on violence against women, its causes and consequences	2	In accordance with resolution 2005/41 of the Commission on Human Rights, the Special Rapporteur presents an oral report to the General Assembly; no written reports are submitted or transmitted to the General Assembly
23.68 (a) (ii) b.	Commission on Human Rights: parliamentary documentation: report on women's equal ownership of, access to and control over land, property and housing	1	In operative paragraph 16 of its resolution 2005/25, the Commission on Human Rights requested the Special Rapporteur on adequate housing as a component of the right to an adequate standard of living and on the right to non-discrimination, within his mandate, to submit a final report to the Commission at its sixty-second session containing the study on women and adequate housing; the final report was submitted in 2006
23.68 (a) (ii) b.	Commission on Human Rights: parliamentary documentation: Report of the High Commissioner on mass exodus	1	The Commission on Human Rights, in its resolution 2005/48, requested the High Commissioner to report once during the biennium on mass exodus (1 report as opposed to 2 in the biennium 2006-2007)
	Subtotal	**7**	
Total		**184**	

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Proposed programme budget for the biennium 2008-2009*

Part VI
Human rights and humanitarian affairs

Section 23
Human rights

(Programme 19 of the biennial programme plan and priorities for the period 2008-2009)**

Corrigendum

Table 23.6

Indicators of achievement (c) and (d) *should read*

(c) Increased number of references to issues raised in the High Commissioner's report to the Human Rights Council at the interactive dialogue

Performance measures

2004-2005: not available

Estimate 2006-2007: 37 references

Target 2008-2009: 42 references

(d) Increased number of human rights policy documents adopted by United Nations system agencies and inter-agency mechanisms

Performance measures

2004-2005: 2 policy documents

Estimate 2006-2007: 12 policy documents

Target 2008-2009: 15 policy documents

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* A summary of the approved programme budget will subsequently be issued as *Official Records of the General Assembly, Sixty-second Session, Supplement No. 6* (A/62/6/Add.1).

** *Official Records of the General Assembly, Sixty-first Session, Supplement No. 6* (A/61/6/Rev.1).

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